

5 Junction Street
Prov., R.I. 02907
March 6, 1979

Dear [redacted],

Hello! How is everything out there in the [redacted] district? Let me introduce myself, I am Belle Pellegrino, one of the newer members of the Office of Lay Concerns. I hope that we will be able to keep in contact with each other. It will be good to share ideas, concerns and to be of assistance to each other across the miles.

I am writing today, to share with you and your district, a matter of great concern to those of us here, in the Northeast; the proposed by-law changes dealing with ministry. I am very anxious to know how the laity of other districts feel about this issue. I am enclosing a copy of the proposed change in case you are not familiar with it.

This change was discussed at great length at our Feb. conference. All of those present reacted negatively towards it. We felt it necessary to call a special meeting of those concerned, to formulate an alternative proposal to present to the Fellowship. I am also including a copy of that.

I would like to share with you some of the reactions and objections that were raised at conference and at our meeting.

One of our major areas of concern lies in the apparent disregard for those who are currently pursuing the ministry, by their involvement in an Exhorters program. Those people who have spent a great deal of time and effort working in their local congregations as Exhorters. The experience they have gained, apparently will not be given any consideration ^{as to} their readiness for Ministry. This does not seem to be fair nor does it make much sense. Our church is unique within the community. Our Ministry is a highly

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Report on UFMCC Planning and Strategy Meeting, Dallas, Texas, July, 1982

Submitted by Steve Carson, District Lay Rep
To Lay Concerns Meeting, Northeast District, October 1982

The original intent of this week-long gathering of District Coordinators, District Lay Reps, and Chairs of Commissions and Committees was to provide an opportunity for long range planning. Districts had been surveyed beforehand to assess priorities. The plan for the week was to devote each morning to meetings of GSS (Government Structures and Systems) and each afternoon to long range planning. The Board of Elders was also meeting that week in Dallas which provided a unique opportunity for immediate dialogue between the Elders and the leadership of the Districts.

At our first afternoon meeting, Nancy Wilson, Clerk of the Board of Elders, presented the following six areas as a framework for our deliberations:

1. Strengthening Districts: as programmatic unit; personnel, relationship of Board of Elders to Districts; financing work of the District
2. Finances (led by Treasurer Michael Mank): budgetary process; tithing (District and Fellowship); fundraising; support for STI and other programs; stewardship
3. Christian Education: a priority consensus; the Christian Ed Department is Nancy Wilson; there is little curriculum except locally; STI and FFO as education endeavors; need for cross-cultural education
4. Evangelism: communicating MCC; World Church Extension; ecumenical; TV ministry; church growth
5. Pastoral Care (led by Larry Uhrig, Chair of Clergy Credentialing and Concerns Committee): beyond informal networks; lay ministry; benefits, contracts
6. Social Action (led by Adam DeBaugh): Social Action as opposed to Social Services; Christian Social Action; gay/lesbian issues, women's issues, hunger, peace, nationalism

These discussions never happened. The work of GSS became very involved and could not be done in just morning sessions. It was the consensus of the group that since the work of GSS was a mandate from General Conference and that most people had been sent by their Districts as representatives to GSS, that the work of GSS took precedence. The schedule for the week was modified to allow more meeting time for GSS. We met briefly each afternoon for a series of updates, which constitute the rest of this report.

Financial Update (presented by Michael Mank)

austerity budget instituted after General Conference, now operating within income; borrowed \$10,000 from the Long Beach church (since paid back); borrowed \$25,000 from the St. Petersburg church

(continued)



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Financial (continued)

World Church Extension-- money depleted, being taken from General Fund

Reporting System-- quarterly reports (monthly are too expensive) are being sent to every church

Budget Process-- Fellowship Finance Committee: Reid Christensen, chair, each District elects one clergy and one lay representative; plan for that Committee to elect one clergy rep and one lay rep to meet with chair of committee and UFMCC Treasurer over Labor Day to plan a budget; full committee will meet at General Conference, hearings will be held, a tentative budget will be available beforehand for review by Districts and Commissions and Committees

Proposal: to identify from expected income a guaranteed income from which budget allocations shall be made; any income over that to be allocated by percentage

for example: \$500,000 expected income

decide \$300,000 of that is guaranteed

from that, Commission X receives \$1000/month
if more income, Commission X gets 4%

Television/Media-- not one cent from General Fund, all raised by Troy Perry

CCCC (Clergy Credentialing and Concerns Committee) Update (presented by Larry Uhrig)

Next meeting (in August 1982) to focus on study guide and testing for clergy and training of student clergy; suggestions: district student clergy networks, student clergy workshop at General Conference, workshop for supervisors of student clergy; discussion of redesigning District Review Committee (DRC) to be regional, two year terms for members, problem of too many candidates to interview all at the same time of year

Historically, the CCCC (formerly MCAC) responsible for licensing, discipline, care & nurture of clergy. That was too much for one committee and also raised questions of conflict of interest. The judicial function is now handled outside of the CCCC. Need for pastoral care (note: in the Fellowship, this refers to care of pastors).

Samaritan Theological Institute (STI) Update (presented by Lucia Chapelle)

In October, Pepper Shields, Registrar, resigned. In December, Dick Follett, Director, resigned. Lucia Chapelle is current Director. STI receives \$1000/month to cover salary for one person and rent. STI Sunday spent \$1600 and raised \$2000. Over \$3000 worth of books and supplies has been received.

At the January meeting of the Board of Regents, Jeff Pulling was appointed to head Division of Extended Studies to develop correspondence courses on basic material such as Bible, Deacons, Student Clergy, and the liturgical calendar. Jeff is moving from Oakland to New England (Hartford or Boston) to do this. This project receives no Fellowship funding.

Update on UFMCC's Application to join National Council of Churches

Nancy Wilson and Adam DeBaugh represented the Fellowship and have met with NCC committees in New York and Nashville. The NCC has voted to study our application for one year.

Race Relations

Delores Berry, District Coordinator, Mid Atlantic District reported. Plans are underway for the Third World Lesbian and Gay Christian Conference to be held October 22-24 in Washington DC. (Detroit proved to be too expensive.) Money from Districts and individuals is needed. Local publicity for this Conference is encouraged. The network of White People Against Racism is seeking to offer a workshop.

Race Relations is now receiving \$250/month from the Fellowship.

Special Ministries

George McDermott, chair, reported. He is making contact with the Lambda Resource Library in Chicago. A resolution on accessibility has been passed by the Northeast District. George is working with the management team of General Conference.

Faith, Fellowship and Order (FFO)

Presented by Jennie Boyd Bull, chair. The Commission on Faith, Fellowship and Order consists of 26 lay and clergy representatives. It has been charged by the General Conference to study the implications of the report on inclusive language on our statement of faith and to develop materials on issues of gender and sexuality. It is also charged to study the theological implications of changes in language. At its first meeting in April 1982, the Commission developed two workshops: Basics of the Christian Faith I and II. FFO has chosen to work on all areas of its task at once, so as not to play into what may be artificial separations and dualisms. At this time there is no funding for FFO. For that reason the Commission will propose no By-law change at General Conference in Toronto. Rather, FFO sees its task as one of information gathering through the Districts. Jennie's hope is that FFO can become an opportunity for taking education seriously in the Fellowship. She reported that Joseph Gilbert is working on a history of our statement of faith and that Jeff Pulling is working on a history of FFO (including the Six Questions FFO identified in 1976). The next meeting of FFO is scheduled for November in San Francisco.

TV Show Update

Troy Perry reported on the UFMCC TV production. Eight hours was filmed at Houston. Troy's sermon will be re-taped on Saturday October 23 in the L.A. church. There will be filming on July 23 in San Francisco and on August 15 in Dallas. \$25,000 has been raised so far. The D.C. church raised \$6000. Troy reported that Ron Roberts, Oral Roberts' son, contributed 50.00 before committing suicide. Production costs are estimated to come to \$49,000. This does not include costs for air time.

Troy shared with us a poster that will be used in raising funds and which will appear as a full-page ad in the Advocate. Ads will appear in TV Guide, and there is talk of an 800 number people could call. Troy pointed out that

TV Show Update (continued)

the program's audience is the unchurched gay and lesbian community; it is an evangelism effort. Editing should be finished in mid-January. Show date is planned for April (just before the NCC vote).

Video equipment was flown in from Los Angeles and we had the opportunity to view some of the footage.

Elders' Report

General Conference is scheduled for July 11-17 in Toronto. Troy reported that immigration officials say there should be no problem crossing the border-- unless a person is in drag and doesn't match identification pictures. Troy also urged caution in dealing with drugs, and warned that the Board of Elders couldn't do anything but send a clergyperson to visit you in prison.

Registration fee for Conference will be between \$70-80 for clergy and lay delegates (includes packet). Early registration, at a \$10 discount, will be available in November through February 28. Registration will be half price for delegates from World Church Extension areas.

STI has been re-named Samaritan Education Center (SEC). The Board of Regents will now be known as the Management Team. SEC will continue to work in areas of the resident school (two rooms), extension (correspondance), Christian Education, and EXCEL.

The following working papers are being prepared for FFO: resource sharing in the District (Bob Darst); membership classes (Lucia Chapelle, Jeff Pulling); educational process (Dick Follett). The Gay Christian will include articles on sexuality, spirituality and ethics. Shorter related articles may appear in In Unity. FFO reps are encouraged to see themselves as education reps, and FFO will be working closely with SEC on educational concerns.

Eastern Clergy Conference is scheduled for February 15-17 in Avon Park, Florida. That Friday, February 18, GSS will begin at the Tampa church and run through Monday or Tuesday. (Lay delegates had expressed how scheduling meeting on weekdays was biased in favor of clergy and presented hardship for most lay people who work.)

Note: The Commission on the Laity met twice in Dallas, the second of the two meetings with the Board of Elders. (The Commission on the Laity consists of one representative from each District.) Dick Follett prepared minutes for both meetings and they are included in this report.

Notes from Meeting of the Commission on the Laity
29 June 1982
Dallas, Texas

Members Present: Alan Fox, Chair, Washington, DC; Sally Bruce, Sacramento;
Steve Carson, New York; Scott Duncan, London, Ontario;
Dick Follett (Member-at-Large), Los Angeles; Ken Frantz,
Tampa; Bob Harmon, Charlotte, NC; Nigel Martin, Vancouver;
Jenny Patterson, Australia; Sam Rape, Kansas City; Larry
Rodriguez, Los Angeles; Ravi Verma, Pittsburgh; Claire Vinck,
San Antonio; Jackie Walker, Detroit.

Members Absent: Timothy Spiers, England.

The meeting was called to order by Alan Fox, Chair.

Initial discussion included the following items:

- importance of having assistant lay representatives
- importance of open Board of Home Missions meetings
- scheduling of meetings for clergy convenience, not laity
- district Steering Committees
- function of lay representatives
- preparation of lay delegates for conferences

Agenda (presented by Alan Fox):

1. Style of Leadership
2. Direction of C.O.L.
3. Enabling of Ministry
 - a. monograph series
 - b. EXCEL
 - c. preparation of lay delegates for conferences
4. Finances
5. Lay Elders

1. Styles of Leadership

- success of other commissions/committees with consensus model
- what are the roles of Alan and Jackie as Chair and Co-Chair?
 - importance of their acting to get the Commission moving
 - enabling communications between members

3. Enabling of Ministry

- a. monograph series: "how to"
(for example, "How to be a Worship Coordinator" . . . "church treasurer,
clerk, etc. Also monographs in the diaconate and in evangelism)
Alan Fox is working on this series
- b. EXCEL
philosophically, C.O.L. is the place for EXCEL in the UFMCC
--C.O.L. is, however, too loosely structured to supervise EXCEL now
--too few C.O.L. members know what EXCEL is
--recommend EXCEL stay in STI or go to the Dept. of Christian Education
- c. preparing lay delegates for conferences
- d. other forms of ministry
--should C.O.L. prepare "how to" packets?
--UFMCC's Dept. of Church Services will print what C.O.L. makes available
- e. definition of "priesthood of all believers" and development of workshops
to educate on what the laity can do
--lay delegates' caucuses at district and general conferences
--recommendation: agenda time at General Conference for District Lay Caucuses

- recommendation: C.O.L. sponsored Open Forum immediately after the opening of General Conference in Toronto
- Board of Elders to meet with C.O.L. at General Conference (Toronto promise, 1980)
- f. by-law change that lay delegates be selected after General Conference and serve two years
- rationale: lay preparation and continuity
continuity is important, but training new people is also important
relation of Board of Directors and Lay Delegates should be clarified

Specific preparation of lay delegates should include:

1. education packets distributed through UFMCC offices and at District Conferences (Ravi, Jackie, and Larry will work on these)
2. workshops to accompany the packets (packets alone are often not fully effective)
3. workshops on GSS proposals
Sally, Alan, and Bob will prepare GSS wording for a by-law revision making lay representative and lay delegates church offices

4. Finances

- only \$20 has been given to C.O.L. since General Conference 1981
- in contrast, the Credentials Committee has been given \$4500 and unlimited telephone and testing funds
- statement of purpose needed to establish funding needs
- funding from within districts for C.O.L. Representatives
- Michael Mank joined the meeting:
 - World Church Extension monies are not there. Tight Fellowship finances.
 - Concern over Student Clergy representing laity
 - request that C.O.L. issue strong statement reinforcing student clergy do not fit as laity but should be considered as clergy house members/observers
 - request C.O.L. affirm loss of clergy vote as well as lay vote if church is behind in tithes
- Concern about District Coordinator chairing lay concerns meeting
- Dick Follett asked about wages of UFMCC lay employees; all are being paid, but wages are very low.
- Elder Mank's vote as lay member, not in clergy house.

Moved (Frantz): Whereas student clergy are to concentrate on learning experiences in preparing for the clergy, the Commission on the Laity strongly recommends student clergy not represent the laity in elected and appointed offices (such as Lay Delegates, Lay Representatives, C.O.L., FFO, etc.). (Seconded and Carried Unanimously)

- rationale: since Student Clergy are under clergy in the By-Laws, we recommend they be seated as official observers in the clergy house and/or as clergy alternates.
- discussion of returning chartered churches to Mission/Study Group status if they have not paid tithes in 3 months and pastors lose votes if behind in tithes
- no action now
- value in Lay Representatives having vote: refer to GSS
- straw vote: unanimous yes at District level; 11 yes, 1 no at Fellowship level
- recommendation of open Board of Elders meetings

Respectfully submitted, Dick Follett

Notes from Meeting of the Board of Elders and the Commission on the Laity
30 June 1982
Dallas, Texas

Meeting called to order at 5:24 pm by Alan Fox.

Motion on student clergy not representing laity read. Rationale need work.
Items from C.O.L. meeting were shared with the Board of Elders:

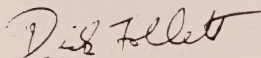
1. Open Board of Home Missions meetings requested in each district.
2. Open Elders meetings requested.
 - no problems from the Elders with observers coming in (Troy)
 - nothing written about closed meetings (Nancy)
3. Scheduling of meeting biased in favor of clergy, not laity
 - weekends, not work week
4. Agenda time at General Conferences for District Lay Caucuses
5. C.O.L. Open Forum right after opening General Conference (1½ to 2 hours)
 - aid Lay Representatives in training the Lay Delegates
 - Open Forum also for clergy
6. C.O.L. and Board of Elders to meet at every General Conference (Toronto promise)
 - did not happen in Houston
 - could be social setting with spouses
 - (Troy) need to humanize a lot of our boards and commissions and include lovers/spouses
7. General Conference recommendations:
 - a. alternate (where possible) speakers between clergy and lay houses
 - b. process team/person to keep agenda moving
 - c. certain speakers monopolize floor
 - d. points of order and points of information to be directed to the parliamentarian
8. Lay Elders and where they sit at General Conference
 - vote on this very early in the coming Conference
9. Finances
 - \$20 since General Conference 1981
 - C.O.L. to give Elders a modified budget request and a time line before leaving Dallas
10. EXCEL
 - C.O.L. recommends EXCEL remain in STI or in UFMCC Dept. of Christian Ed.
11. GSS input needed on administrative functions of members of the Board of Elders
 - a. financial
 - b. quarterly meetings to oversee Fellowship finances and programs
 - Fellowship staff
 - Extension offices
 - Fellowship calendar
 - liaisons to Districts
 - liaisons to gay/lesbian organizations at large and ecumenical groups
 - communications flow
 - c. informal episcopal functions (pastoral and ceremonial)
12. Assistant Lay Representatives to be listed in Directory also
 - FFO Representatives need listing also
 - include full addresses in the listing, not just names and church references
13. Lay preachers and lay involvement for General Conference
14. Planning for General Conference
 - university setting will be less flexible than hotels
 - accommodations will be in both university rooms and hotels
 - Elders will probably stay in a modestly priced hotel for convenience of meetings and communications

BOE & COL
Dallas, TX
30 June 1982
page two

- \$120/2 to a room and breakfast for the week
 - \$170/1 to a room and breakfast for the week
 - only 430 places in dormitories (limited accommodations)
 - "send a person to conference"
15. Isolation sometimes felt by Elders
 - nurturing of Elders needed from laity also
 - Elders need to have their human side seen
 - need for prayerful support
 16. Seven Elders in the Fellowship now, same as when we only had 30 churches
 - expansion of Board of Elders needed
 - fatigue of Elders
 - necessity of paid Elders

The meeting was adjourned with prayer at 6:35 pm.

Respectfully submitted,



Dick Follett
Member-at-Large

Members of the Commission on the Laity meeting in Dallas, Texas, 1 July 1982:

Sally Bruce
4949 13th Avenue
Sacramento, CA 95820
916-456-4564

Steve Carson
261 Fourth Avenue
Brooklyn, NY 11215
212-857-3154

Scott Duncan
579 King Street
London, Ontario N6B 1T4
Canada

Dick Follett
1317 N. Tularosa Dr., #3
Los Angeles, CA 90026
213-660-2907

Alan Fox
705 7th St., S.E.
Washington, DC 20003

Ken Frantz
3497 Coquina Key Drive, SE
St. Petersburg, FL 33705

Bob Harmon
P.O. Box 435
Lexington, SC 29072

Nigel H. Martin
222 - 9101 Horne Street
Woodstone Place
Burnaby, B.C. V3N 4M3
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Jenny Patterson
PO Box 441
South Yarra 3141
Victoria, Australia

Sam Rape
3550 McGee
Kansas City, MO 64111
816-931-0805

Larry Rodriguez
c/o MCC Los Angeles
1050 S. Hill Street
Los Angeles, CA 90015

Ravi Verma
417 Denniston St., Apt. #3
Pittsburgh, PA 15206

Claire Vinck
San Antonio, TX

Jackie Walker
2007 Swaranne Dr.
Orchard Lake, MI 48033

Unable to attend:

Timothy Spiers
60A Leslie Park Road
Croyden, Surrey CRO 6TP
United Kingdom

specialized one. Our Ministers MUST be well versed in that uniqueness which makes us a viable Christian Community. The new proposal does not take this into account.

Although there are none here who would argue with the need to upgrade the standards of our ministry, nor the need for a high standard, still, it is felt that the call to ministry by the action of the Holy Spirit has been forgotten. It would be all but impossible for any of the Apostles to have met the proposed standards set forth in this change. Older people who receive the call late in life will be at a tremendous disadvantage. It does not take into account, the large portion of our community with low incomes, who will be under a huge financial burden when they MUST relocate to continue their training. It allows no freedom of choice by the individual as to whom they may train under nor where they may get that training.

The needs of our Lesbian mothers has also been set aside. It is much more difficult for a mother and child to relocate than for a single individual. This also presents a problem for anyone in relationship. It is indeed true that as a minister, a person would probably relocate to serve a congregation, but it is usually the practice of a congregation to pay moving expenses. This cost, under this proposal, would fall to the "Student minister" which could prohibit their continued pursuit of ministry. It is now possible for an exhorter to remain in their home city or to move to another at their choice, this would no longer be true.

The placing of responsibility for the student minister in the hands of the District Co-ordinator and the District Review committee seems to be of little value. It does not take any steps to correct the already present problems at the district level; the lack of interest of some pastors in response to the needs of

those persons seeking guidance in their pursuit of the ministry. It could be of some value to a particular district IF the DC had the time available and had a sincere interest in the training of future ministers. This is not always a possible combination of attributes to locate. The DRC is also a questionable training team. Again, it must be presupposed that the makeup of the DRC is such that it would be willing and able to devote the time and effort needed to work with/for the best interests of the individual and the fellowship.

The total picture, as we have viewed it here in the NE, is that this proposal is sexist, ageist, racist, and classist. I sincerely hope that we are not alone in our rejection of this change. We brought it to the attention of our lay people at our district conference. I hope that others will do the same. It is a matter of utmost concern to the laity. It is from the laity that most of our ministers will come. It is the laity that will be most severely affected by the requirements for ministers. It is the laity that will have the future ministers for their pastors.

I hope to hear from you soon as to the feelings of your people. If their response is similar to ours, we must work together to let the fellowship know our feelings and we must work to defeat this proposal as a unity.

Your sister in Christ,

Belle Pellegrino
Office of Lay Concerns
Northeast District

FROM THE BOARD OF HOME MISSIONS — — —

The predominant topic of discussion at the May meeting was requirements for chartering, in anticipation of Providence's and A&O's petitions for chartered church status next district conference. Alpha & Omega of Brooklyn has been a mission for two years. MCC Providence was once a chartered church but, during a difficult period, a former pastor voluntarily returned its charter and Providence has been working a year towards regaining it.

The difficulty with chartering or not chartering a church is the temptation to take it as a value judgement. Actually, chartering has little to do with a church's effectiveness or its spiritual power. It has everything to do with measuring up to certain cut-and-dried, organizational requirements. Fellowship bylaws require at least 35 members and a demonstrated ability to support a pastor. Unfortunately, we have chartered churches in this Fellowship that might not be spiritually alive or even effective. We have missions and study groups that are tremendously empowered and highly visible in their communities. Our organizational status (study group, mission, chartered church) is not an indication of our spirit; for "the spirit blows where it will" and any of our church families may find itself bereft of it for a period of time. And just as a church's charter would, of course, not be involuntarily *revoked* for this lapse, neither can it be *granted* for vitality because, as the Fellowship currently defines it, chartering is strictly an organizational measuring stick.

Without question, Alpha&Omega and MCC Providence are exceptionally vital church bodies in our district. What the Board of Home Missions must decide on October 6th is whether they are ready to be chartered. The three members of this Board (Rev. Ed Hougén, Rev. Gil Lincoln and myself) will earnestly seek God's will for this district; a positive vote on either petition must be a unanimous vote.

I'll be reporting to you at district conference about the outcome and the background of our vote.

DO YOU KNOW WHO YOUR LAY REPS ARE?

Alpha & Omega: Lupe Martinez	MCC Hispana: Andy Fernandez
MCC Hartford: Bob Marche	MCC Providence: Sally Gabb
MCC Worcester: Ken Barr	MCC Boston: Bobby Stevens
MCC Syracuse: Henry Yokel	MCC New York: Ellen Pollack

Our district lay representative is Jean Gralley who can be reached at 91 Maple Place, Dedham, MA 02026 (617) 329-9423. She is responsible for this newsletter and welcomes your comments and contributions to it.

THIS IS OUR FIRST ISSUE OF *LAIITY* MAGAZINE, a newsletter of the Northeast District. It was voted into being by the laypeople of the Boston district conference in May 1978 and ratified by the business meeting. *LAIITY* is a publication that will keep us informed of news and ideas from our church bodies and of developments at the Board of Home Missions meetings as well as for the discussion of important lay issues in the Fellowship. It is intended to reach every layperson in our district; write *LAIITY* if you need more copies. There is no charge.

LAIITY

MAGAZINE OF THE NORTHEAST DISTRICT
IN THE UNIVERSAL FELLOWSHIP OF MCC

Word is out about the fantastic district conference we had last May, our first lay conference! District Lay Reps from around the Fellowship are studying the kind of groundwork we're doing here to see if they can apply it to their own areas. If you missed that conference, you missed one of the best-attended conferences we'd had in a long time, even when we were twice the size as the Old Northeast District! All the planning for it was done by the people of the district who, via a couple different questionnaires sent to each congregation, suggested and exchanged and shaped ideas about what they'd really like to see at a district conference.

One thing we said was that we'd like more and more varied worship services. So we had three: Friday night was a quiet, informal service by the Boston church in which we served each other communion. Saturday morning Alpha & Omega woke everybody up with a tambourine-cracking celebration of gospel singing and moving personal testimony. Saturday night the Rev. Hose Mojica led us in a joyful and dignified liturgy. It was MCC Hispana's first service for the district and was very beautiful. To Hispana and A&O and Boston we all send again our thanks for some of the most spirit-filled worship services we'd ever experienced as a district. They really made us feel like a family-of-God reunion!

We ARE re-discovering our 'family-sense' here in the Northeast. The morning seminar of the conference was "The Human Church" which explored that 'family' — our common history as laypeople and our coming together as MCC. The seminar included interesting and agitated group discussion that could have continued much longer than was possible. "Human Church" will be repeated for individual congregations like MCC-N.Y. and even for the Great Lakes District Conference in October. If you think your church would benefit from the seminar, see Jean Gralley (Northeast lay rep).

The afternoon session of the conference investigated 'Inreach' and 'Outreach' programs laypeople in various churches maintain. For the 'Inreach' section, Jay Deacon of Hartford

talked about developing effective church publications while Marge Ragona of Providence reenacted her church's Operation Resurrection program, a system by which a congregation can map its future as a church in its community. In the 'Outreach' portion Ed Hougen explained the social activism MCC is engaged in in Boston and Bill Smith of Brooklyn talked about our lay-mobilized prison ministry program.

A valid criticism of the afternoon session was that despite the fact that all these programs were lay-sustained, only ministers presented them, except for Bill Smith. In the planning of the conference, churches with these programs were informed that the focus was on laypeople and their presentations should include, but preferably be led by those people. Let's hope by our next lay conference two things will have happened: that we have MORE lay leadership to take up the reins and that, secondly, our ministers take that leadership seriously — seriously seeking it and seriously fostering it.

One thing our first district conference on the laity really made clear was that, yes, we are a family but nobody wants to be fixated in 'parent' and 'children' roles. Laypeople are Christians who want to come to maturity. We have ideas and energy and abilities to share in important ways — not just as people who 'belong to' a church, but as people who are the church.

**Publication of a Northeast District Publication will be available to every layperson in the district.*

It will be published quarterly and the district will underwrite the cost of its printing and mailing. (Here it is!)

Also recommended by the laypeople:

**CONGREGATIONAL FORUMS be held periodically in the local churches. These are informal, non-business meetings of each church family in which matters of concern can be openly discussed.*

**That there be a district SPIRITUAL RENEWAL conference at least once a year 'with the aim of giving our members a special opportunity to share an intensified sense of God's presence in their lives'. This district has never had a spiritual renewal conference. When the pastor of MCC-Providence spoke up and said her church would "accept the laity's challenge" and host our next conference as a spiritual renewal conference, there was an immediate ovation! This conference will be in Providence, Rhode Island, October 20th weekend. We asked for it — Don't miss it!!*

NEWS FROM AROUND THE DISTRICT:

MCC SYRACUSE had an interesting summer. MCCers there took off for Canada and spent a week at 'Unicamp' which featured the theme 'Living as a Gay Person Today'. Men and women from all over shared in numerous workshops, swimming, hiking, sunbathing and frolicking in the (you guessed it) Lavender Falls.....SYRACUSE also had Rev. Betty Schiess, Episcopal priest, preach and consecrate at a special July service commemorating the fourth anniversary of the ordination of women.....MCC BOSTON has been busy rallying support for candidates favorable to gay rights in our recent primary. After a couple hard months canvassing districts, dialing thousands of phone numbers and distributing information at polling places, the Boston troops are proud of their successful ouster of Homophobic D.A. Garrett Byrne.....Do you know that there are people visiting us at district conferences from places like NEW HAVEN, CT. (where we have a study group) and ELMIRA, NEW YORK? If you see someone you don't know at conference, be sure to say hello and get acquainted; our family's getting bigger all the time!.....MCC PROVIDENCE: three members and several children of the church suffered the destruction of their apartments in a recent fire. The church has been providing food and clothing and a place to stay until they can find new homes.... July 9th MCC WORCESTER had a beautiful service installing Rev. Shelley Hamilton as their new pastor. The NEW YORK CHOIR was on hand as well as a crowd representative from all over the district that overflowed the chapel. What made the service particularly noteworthy was the fact that Shelley was installed entirely by laypeople! The lay representative of the district was asked to stand in for the district coordinator and the actual installation was conducted by her own Board of Directors, with several 'impromptu' speeches and celebrations from lay and clergy people, alike. It was our first 'lay-officiated' installation and — as they say — a great time was had by all!

→→→→→→→→→→ IMPORTANT CHANGES ←←←←←←←←←←

These important innovations were offered by the laypeople at their first Office of Lay Concerns meeting and accepted by the district, effective immediately;

**Membership in any mission or church in the Northeast district includes the privilege to speak at district business meetings.*

Previously only ministers and the one or two lay delegates from each church could speak. This must require a time limit because it could involve so many more people in district discussions; so that limit will be decided by the Chair. Because of this new resolution, people who put so much time and energy and prayer in the church can now address issues they feel important. It also recognizes that the lay delegates of our churches often can't/don't express the various views of their congregations. As before, only delegates can vote. But they will have heard some of their people speak to issues before they do.

**All business meeting minutes will be available to everyone.*

Write our district clerk, Bruce Gerig (c/o A&O, 50 Monroe Pl, Brooklyn 11201) for some of the most thorough and interesting minutes you'll ever read. Bruce quotes whole discussions to give you a real gist of what was going on. Records of both the business meeting and our first Lay Concerns meeting are available free of charge. (Previously available only to clergy and delegates.)

This offer good every district conference from now on!

October 6, 1978

Dear Brothers and Sisters,

The Providence conference is almost here and I really am looking forward to being with you all again! We finally have a district newsletter! Look over this first issue of Laity, which your rep will distribute, to find out what other churches have been up to during the summer. It also reviews some of the important things we all accomplished last conference. In the future, this newsletter can take your letters and articles and can be a forum for exchanging ideas on such issues as proposed bylaw changes for our district and fellowship.

Also, a second edition of the Lay Guide to MCC will be available at the Office of Lay Concerns meeting in Providence for 25 cents a copy. It now contains up-to-the-minute changes of information: revisions, additions, deletions and the Worcester congregation will be glad to see some spelling corrections! It is recommended that churches buy in quantity this time; it is particularly excellent for membership classes.

There is news not in Laity magazine that I want to share. Recently the Board of Elders contacted me to say they'd appointed me chairperson of the Office of Lay Concerns. I am naturally VERY excited about this! And I have accepted until the time (at General Conference) when the district lay representatives can elect their own chairperson. I've begun the work the commission really needs to get it underway, including flying out to Michigan to conduct the Human Church seminar for the Great Lakes District conference! But there was one more surprise the Elders had. They have invited me to work in the Fellowship Office in Los Angeles, California. This was a little more difficult a surprise because it means leaving the Northeast District and all my friends and family. But I have accepted and will be gone before Christmas. This means Providence will be my last conference with you.

I ask for your prayerful consideration of who we should elect as our new lay representative and also a delegate to Government, Structures and Systems. Both are important positions, but particularly that of your lay representative. I think this district has an exceptional understanding of what it wants to accomplish as laypeople in the church and that we will find a person to help facilitate those goals. Please attend the Office of Lay Concerns meeting at district conference for that election. And also, please, to say so long.

This district has been my home all my life and it has been my church home in MCC for seven years. It is difficult to say goodbye to people like yourselves who have meant so much to my growth and faith and happiness. I do feel the Lord is leading me to work for the Fellowship and am happy knowing I can continue, in L.A., working for you and giving back some of what you have given me.

If I'm not able to see you in Providence, let me be the first to extend an invitation to General Conference at my new home church next August! I'm taking reservations for floor space!

God bless and sustain you all!

Love, *Jean!*
Jean

TWENTY-THREE IDEAS FOR CONFERENCES AND WORKSHOPS BROUGHT TO YOU BY THE
LAY PEOPLE OF THIS DISTRICT:

CHRISTIAN EDUCATION

SPIRITUAL DEVELOPMENT ✓

CHRISTIAN SOCIAL ACTION

GOVERNMENT, STRUCTURES AND SYSTEMS

FRIENDS OF MCC

CONTEMP vs CONSERVATIVE THEOLOGY

MAKING THE LOCAL CHURCH MORE INCLUSIVE

WORSHIP

THE SPIRITUAL LIFE (ON A RETREAT) ✓

COUNSELLING

OPERATION RESURRECTION

PRISON MINISTRY

FUNDRAISING TECHNIQUES

BYLAWS

THE DIACONATE

CHURCH PUBLICATIONS + OFFICE OPERATIONS

MINISTRY TO THE DEAF

COUPLES, OPEN RELATIONSHIPS & MONOGAMY

BAR MINISTRY

MUSIC MINISTRY

CHURCH STATUS: Must Small Churches Always be Missions?

ALIVE THEOLOGY

WORSHIP INNOVATION ✓

DO YOU HAVE MORE SUGGESTIONS? WRITE THEM ON THE BACK OF THIS FORM AND
DROP IT INTO THE BOX MARKED "OFFICE OF LAY CONCERNS"



Universal Fellowship of Metropolitan Community Churches

COMMITTEE ON LAY CONCERNS

12 October, 1977

TO: Members of the Committee

Gentlepersons:

Would you believe that I had a mailing to you nearly ready almost a month ago? Then, as you're well aware, Troy started his fast (coupled with an Elders meeting the first week) and not much of our regular work got done for three weeks or so. Then, I took a week off. But now that I've been back for three days it's time to get a sharing note out.

You will find enclosed a list of names and addresses of all current members of the Committee, as well as a copy of the latest Fellowship Directory. Even though it was printed only two months ago, there are a number of changes--most of which I've made in your copies. I will try to keep you up to date in future, but you know how swiftly things happen in the Fellowship and I can't promise that I'll catch all the changes. Also, please note that at their Fall meeting the Northeast District voted to divide into two, forming a new Mid-Atlantic District from its southern and western portions. The new district includes the states of Delaware, Maryland, West Virginia and Pennsylvania as well as the District of Columbia and Southern New Jersey. The District Coordinator is Rev. Frank Scott of Pittsburg. Also, there is a new Study Group in Princeton, N.J. I'm not sure but I think that will be in the Mid Atlantic District. It is: MCC of Christ the Liberator, POB 473, Wrightstown, N.J. 08562. The Worship Coordinator is Mr. James (Pat) Maguire, the telephone number is (609) 758-7759 and they meet at 1:30 PM at the Princeton Unitarian Church.

The Board of Elders meeting was as disjointed as everything else was around here during the fast and as a consequence beyond re-confirming me as chairperson of the Committee on Lay Concerns for the next two years they didn't have time to act on any of the requests contained in our report to General Conference. These included our becoming part of the Fellowship Committee on Standard Operating Procedures and being on the Distribution List for the minutes of the Elders meetings. Their next session is in January and I don't think there will be any problem in getting these resolutions passed then.

Also included (I'm getting my money's worth) is a copy of Herm Menk's first report on activities in the Northwest District as well as a copy of Jackie Walker's letter to churches in the Great Lakes District. Jackie is also planning to take an ad in each church newsletter to introduce the lay representatives and to publicize the Committee--a good idea!

Reverend Troy D. Perry, Founder

International Offices: Post Office Box 5570, Los Angeles, CA 90055 + (213) 680-2111

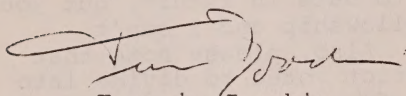
20 October, 1977

So here it is, a week later, and I'm finally getting around to finishing this letter. It's been another typical week, and I can't think of anything special except that, for example, Troy spent last Wednesday in San Francisco, Thursday and Friday in Dallas, the weekend in Houston, Monday recovering and this past Tuesday in Portland, Oregon.

There really wasn't all that much left to say. I hope you are all well and that the work is moving ahead. You'll be happy to know that we signed the contracts for the 1979 General Conference at the Biltmore Hotel here in LA. It will be the week of the 12-19 of August.

Let me hear from you--I'll write again in about a month.
I PROMISE!

Regards,



Francis Joachim
Chair

91 Maple Place
Dedham, MA 02026
October 15, 1978

Dear Members of the Committee on Lay Concerns,

I am very happy to accept the Elders' appointment to the chair of the Committee and want to begin our career of corresponding with each other right away.

I think we all recognize that our body is a *communicating* one first and foremost; I will be in touch with each of you at least once a month and will always try to include items that will make your response and input as convenient as possible. Of course, these are not to discourage epistles from any of you (and, as has been the procedure, I'll expect written reports of your activities every three months), it's just that I understand how few and far between epistles can be. It is the frequency of information that is essential now. Your election to this office is an indication of your standing as a lay leader in your district. We all have a responsibility to foster lay participation not only in our own districts, however, but in the Fellowship as well. I'll depend on each of you to to actively represent your district's experiences and ideas to this office because it is out of these experiences and ideas that we will help shape Fellowship policy.

At this point we're all innovators.

The Committee on Lay Concerns is meaning excitingly different things to some districts and not much of anything to other districts. It's difficult to get a grip on CLC without a *premise* — and that is that the lay people *are* the church and as in any living body, they are to grow. In all aspects of Christianity today, the laity is showing signs of maturing, becoming aware of itself and its responsibility for greater input. I believe God is calling lay people to mature and calling the church to mature in its attitude toward lay people. We have energy and ideas and perspectives to share, not just as people who 'belong to' a church, but as people who *are* the church. We district lay representatives are simply the facilitators of that sharing, of our people's deeper participation in their church. The creative possibilities are endless.

One district is holding a 'Lay Leader Workshop' weekend, training people in group dynamics and problem-solving with the aim of easing communication difficulties between pastors, boards and the congregation. This makes for a more effective and closer church family. Another is also working to foster a 'family-sense' in its district by taking its first census, hosting a 'lay conference' and starting a lay newsletter to let people know what's going on in other churches and to provide a forum for exchanging ideas about lay concerns. These are signs of maturity. The very fact the Fellowship has created an office for lay input is a sign of maturity. But we are all at the beginning. We all need to pool our ideas and problems and grow in this exciting work together,

A bibliography is enclosed of books I've found particularly helpful. If you've contributions to make to this list, let me know.

Also find enclosed one of those 'easy input' items I was telling you about (and get it off quickly please — you'll see it's addressed and stamped).

Don't hesitate to call or write me not only about what's happening, but about what's not happening as well. I'd like to know about difficulties you might be having getting off the ground, resistances, etc. I'm putting together a suggested agenda of discussion and program 'starters' for districts that feel they might benefit from this. Another letter will follow this one shortly.

I look forward to sharing a dynamic year with all of you!

Love,

Jean Gralley,
Committee on Lay Concerns
(617) 329-9423

TRAINING FOR LAY INVOLVEMENT WORKSHOP

Feb. 17, 1979, MCC DC

Agenda

Friday, Feb. 16 7 - 10 p.m. registration in church office (referral phone number for late arrivals)

Saturday, Feb. 17

8-9:30 a.m. registration (Fellowship Hall lobby, with questionnaire, materials)

8:30 communion (in chapel, Larry and/or Frank celebrate. For offering, each person share a gift they are to their church.)

9:00 breakfast (Fellowship Hall. Continental, with coffee/tea)

9:30 Purpose of the workshop. Present concept of Laity=Church=Body of Christ. "To provide experience and tools for the overall group planning process. with special emphasis on recruitment, support and motivation for lay involvement." (Garden room, Jennie, 5 min.) Hand out agenda and explain.

¶Note: for the Jan. 27 miniworkshop, Jean Gralley will first present her 45-minute Church Body workshop, which will push the above back to 10:30, but same program otherwise)

Divide into groups of 4-5 each (count off) and ask to share further about the gift each named during communion. (10 minutes; 40=8 groups, with $\frac{1}{2}$ 4 facilitators circulating between 2 groups rest of day)

Communication role play. Scott and Farley develop 2 scenes--good and bad. Group observes, then discusses in small groups (15 minutes total)

Each group choose a leader/reporter for rest of day (5 min.)
Each leader identify self to entire group and explain how chosen (10 min.)
¶Discuss volunteerism, methods of choosing leaders--how would have done it better?)

10:30 Purpose: Each group write a 1-sentence definition of the basic purpose of an MCC church (10 min.?) Each report back to large group and discuss common purpose. If unable to reach consensus, discussion decision process (3/4 vote? majority?) Each group keep original purpose, modified after discussion if they wish. (30 min.) POST purpose for each group. (Scott?)

11:10 Goal-Setting: Handout on what action goals are and are not. (Ravi)
Each group discuss possible goals and write one (10 min.)(Write more is time because some groups not finished?) Report back to large group on one goal, and discuss basic criteria (who?, what?, when? to what degree?) of a goal. Discuss harmony of goal to purpose. Each group keep its own goal, modified after discussion. (30 min., Ravi) (if same, shows variety in strategy)

12:00 Strategies: Handout on what a strategy is and is not. Each group define 2 to 4 strategies and select one as most important. Report back to large group on time, money, leadership, etc., explaining why chosen and how relates to goal. (Ravi)

12:45 break

1:00 lunch (fellowship hall; soup and sandwiches). Suggest they evaluate morning's experience. Facilitators meet together briefly. Adjust as necessary.

Agenda-2

- 2:00 Christian views of leadership. Secular views of hierarchy and power vs. Christian servanthood and gifts. (Ravi, 5 min. handout)
- Leadership styles. Brief descriptions (Scott, 5 min. handout)
- Recruiting and supporting leaders. (Principles to evaluate. (Jennie, 5 min. handout)
Include prayer and nurture as essential to group process and time together.
- 2:15 Program Planning. Handout checklist of planning questions: personnel, other resources, problems, timetable, group structure for communication and support. Each group complete checklist for chosen strategy and report back to large group, both giving complete plans and then discuss potential problems and support structure, in particular. (Garden room, Jennie)
- 3:00 Implementation. Handout on delegation, with checklist. Emphasis on importance of delegation, problems preventing it, checklist for evaluating delegation, and checklist for eliminating wasted steps once implementation is planned. Each group use checklist to plan details and delegation of responsibilities for the program. Report back to large group with focus on problems, training required, and steps eliminated. (Ravi)
- 3:45 Evaluation. Each group write an evaluation questionnaire for their program. In reporting back, groups will critique, and compare with Farley's checklist of questions to consider for evaluation. (Farley, handout)
- 4:30 break
- 4:45 Evaluation Session. Each person complete a written questionnaire and return it. (Farley will draft and distribute) 15 min. (Farley)
- 5:00 Divide participants into home churches, to share their evaluation thoughts and to write 2 or 3 specific areas in which they want to apply workshop experiences/ techniques/materials at home. (20 min.) In reporting back to large group, summarize common concerns. Facilitators (who have also acted as observers and taken notes all day when not leading a session) will point up key concerns. These concerns and specific areas for each church will be typed and duplicated during dinner and shared with participants before they leave. Copies will also be mailed to each pastor and vice-moderator, to facilitate communication. (20 min.) (This would end the miniworkshop agenda) close w/ prayer)
- 5:45 Follow On. Brief large group discussion of value of the day for UFMCC as a whole; what to share with other districts? with elders? (10 min.)
Group discussion of future district activities for training laity. Facilitators suggest burnout/overinvolvement and problem-solving as two areas. (10 min.)
Discuss need for any district structure and ask those interested to meet w/ facilitators over dinner. Close with group prayer. (10 min.)
- 6:30 Dinner (Fellowship Hall)
- 8:00 Prayer Service (chapel, Larry Uhrig lead, with testimony time for all)
- 9-10:30 coffeehouse. (Fellowship Hall or garden room. Facilitators available to discuss specific questions/problems, etc.)

All day, literature table with duplicated materials, including Scott's resources, Church Body Book, district "who's who", Laity, MCC DC and other samples of contracts, SOPs etc.

Timetable:

- Jan. 7 All written materials to Alan Fox for retyping and duplication.
- Registration forms and bulletin inserts for each church in mail.
(inserts to pastors, forms to V.M. (12 each church?) 4-500 inserts, 3-up.
- Jan. 18 Thursday. Evening task force meeting. Finalize responsibilities for day.
Focus on miniworkshop. Hospitality planning for Feb. 17.
- Jan. 27 Saturday. Miniworkshop for MCC DC. Jean Gralley to attend. (at Jan. 22
BOD mtg, Farley ask for honorarium for Jean?) Stay with Jennie? Supper
and early evening, evaluation session for task force, modify agenda as needed.
- Jan. 30 Task force members to have personally contacted each v.mod. about registration
for their church. Suggest bulletin inserts for Sundays end of January.
- Feb. 9 Registration deadline.
- Feb. 16 Friday. Final planning meeting in evening. (Ravi to attend)
- Feb. 17 Workshop
- Feb. 24? Evaluation session, with written report

Notes: On Dec. 19 I talked with Dr. Robert Powell at Wesley Seminary about the agenda
and he suggested a few changes (overall, he was excited about the program and
may even attend the miniworkshop part of the time!). Notice that the Christian
leadership and leadership styles presentations have been moved from first thing
to right after lunch. Powell suggested that people can't absorb that kind of
content information first thing--sees too "heavy" a tone right away.
Also notice that under purpose and goal-setting, each group is to keep their
own, as modified by discussion, which Powell believes promotes "motivation" in
that the group "owns" it. If you have any questions about or disagree with these
modifications, let's talk it over.

Farley will check with Baltimore and Scott with Norfolk and Richmond about lack
of interest.

Scott will decide on specific supplementary materials and give to Alan for
reproduction. Necessary permissions?

Alan will contact other UFMCC churches for information and resources to share.

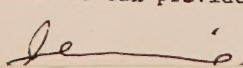
Jennie will work w/ Alan to compile 3 pages for Church Body Book 2 (1-page
abbreviated district directory and 2-page annotated bibliography, from Scott).
Jean to bring mechanicals Jan. 27, with printing costs from registration fee.

Jennie give Farley evaluation questions to consider in developing questionnaire.

Scott, Jennie, Farley and Alan chip in \$20 total to match \$20 from district to
pay Ravi's plane fare for Jan. 27 miniworkshop. Give to Scott.

\$10 registration fee to cover \$1 for printing costs, with rest for food.
Surplus to district (plus evening offering), with possible designation for district
Lay Concerns task force, if one happens at May district conference.

A thought: we are all novices, none of us is an expert, yet it is in sharing
that we can provide leadership and grow together as a CHURCH BODY, IN CHRIST

 Jennie Bull MAD lay rep.

cc: Larry Uhrig, Jean Gralley,
Nancy Wilson, Frank Scott

METROPOLITAN COMMUNITY CHURCH
OF DETROIT
45 E ADAMS
DETROIT, MICHIGAN 48226

ALL CHURCHES, MISSIONS, STUDY GROUPS
GREAT LAKES DISTRICT
U.F.M.C.C.

Dear Pastor and Church Clerk;

During the past year the Committee of Lay Concerns was formed by the Board of Elders. This committee is responsible for the gathering of information on concerns of the laity and presenting it to the Board of Elders.

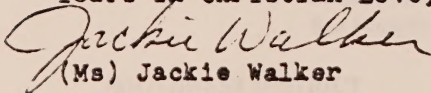
Each district has one delegate and one alternate to the Committee of Lay Concerns, I am presently the delegate from the Great Lakes District and Dave Owens, of Chicago, is the alternate.

The Committee of Lay Concerns met at General Conference and formed a plan of action for the next year. This plan includes having a representative of Lay Concerns in each church, mission, and study group. It would be the responsibility of the representative to report to the lay concern delegate monthly on the concerns of the laity of his/her church body. The delegate, in turn, will pass this information on to the committee and from there it will go to the Board of Elders. As you can see this is a very important position.

The representative should be elected at your next congregational meeting. Since that may not be for sometime, would you please have the Board of Directors appoint a representative to serve until one may be elected by the congregation? Would you please send me the name of the person your Board or Congregation has chosen? If possible I'd like to have the names by September 30, so that I may include them in my report to the committee. Also please indicate whether the person has been elected by the congregation or appointed by the Board.

Thank you for your cooperation.

Yours in Christian Love,


(Ms) Jackie Walker

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

COMMITTEE ON LAY CONCERNS

MEMBERS

JANUARY 1, 1979

NORTHEAST DISTRICT

Member: Ms. Belle Pellegrino
24 Mawney Street
Providence, Rhode Island 02907

MIDATLANTIC DISTRICT

Member: Ms. Jennie Bull
6129 Osborn Road
Landover, Maryland 20785

SOUTHEAST DISTRICT

Member: Mr. Jerry Mitchell
c/o MCC Ft. Lauderdale
1127 S.W. 2nd Court
Ft. Lauderdale, Florida 33312

GREAT LAKES DISTRICT

Member: Ms. Jackie Walker
31722 Edgeworth
Madison Hts., Michigan 48071

SOUTH CENTRAL DISTRICT

Member: Mr. George Kennedy
POB 50827
Dallas, Texas 75250

NORTHWEST DISTRICT

Member: Mr. Herm Mank
38 Bonview
San Francisco, California 94110

SOUTHWEST DISTRICT

Member: Ms. Rusty Carlson
6071 Lime Avenue
Long Beach, California 90805

OFFICE OF LAY CONCERNS

At the March, 1977 meeting of the Board of Elders, approval was given for the formation of the Committee on Lay Concerns of the UFMCC.

This Committee is being formed specifically to enhance the flow of information between the laity of the Fellowship and the Board of Elders and met with the Elders on Wednesday morning, August 3 at 10 AM.

In order to establish the committee as compactly and quickly as possible it was requested that each District and World Church Extension area elect a member and an alternate member to the Committee. It was further requested that these persons be elected by Lay Delegates only. A number of Districts have responded with the names of their delegates, although several remain to be heard from. It was hoped that all delegates, alternates and interested laity would attend our organizational meeting at Denver.

A meeting of the Committee on Lay Concerns was held at 10AM Wednesday, August 3, attended by delegates from nine Districts. Unfortunately our members from Australia were unable to be represented. Additionally, a number of interested laity and several Alternate Delegates attended and were given a strong voice in the proceedings.

As a result of this meeting the Committee has directed itself to attaining the following goals during its first period of operations:

1. The Committee on Lay Concerns requests that it be included as part of the Fellowship Committee on Standard Operating Procedures which is now an entirely Clerical body. (Ref. p. 16, Elders White Paper.)
2. The individual members of the Committee will work through their District Coordinators and the Pastors/Boards of all churches within their district to obtain representation from each group on a District Committee.
3. The members of the Committee will bein frequent communication with each other and with the Chairperson. It is contemplated that at a minimum a report of concerns will be submitted to the Chairperson every three months by each Delegate and that this information will be circulated to all members and alternates within thirty days of the close of the third month.
4. In the interests of maintaining the flow of information both to and from the Board of Elders and the Committee on Lay Concerns, we request that each Liason Elder allocate not less than one-half hour of time to the Committee during any District Conference visit to her/his Liason District.

Together with other Commisions, Committees and Boards of this Fellowship, the Committee on Lay Concerns is itself concerned with being able to share and exchange views and ideas personally now that the General Conference has moved that we go to biennial General Conferences. Given the financial realities

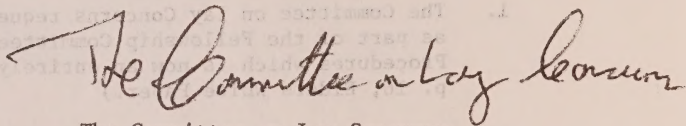
of the Fellowship, we have decided that if at all possible the Delegates will have a meeting during August or September, 1978, and that we will explore District/Church and personal funding possibilities toward this goal.

During our discussions we focused on two areas that will be addressed immediately since they appear to be of concern to a number of laity in various Districts:

- A. The wide variances in Deacon/Exhorter training between churches in the Fellowship.
- B. The flow of information (or lack of it) between Clergy and congregations and Boards and congregations--in both directions.

We anticipate a period of genuine learning and growth for everyone over the next two years and are excited about the future role of the Laity in the Universal Fellowship.

Respectfully Submitted



The Committee on Lay Concerns

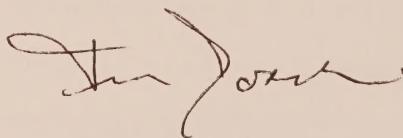
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We anticipate that each District Delegate will work closely with the representatives of MCC's in her/his area and also with the Liason Elder assigned to that District. More substantial aims, goals and procedures must await completion of the organizational meeting and will be included in our report to the Conference on Thursday afternoon.

A handwritten signature in dark ink, appearing to read "Francis Joachim", with a stylized, flowing script.

Francis Joachim
Chairperson

COMMITTEE MEMBER :	DISTRICT :
SUBJECT :	

This image shows a single sheet of white paper with horizontal blue or grey ruling lines, typical of notebook paper. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.

Date: _____

Thank you.

38 Bonview
San Francisco, Ca. 94110

October 3, 1977

Office of Lay Concerns
Northwest District

Dear friends,

Since General Conference, I have visited several churches within my district and talked with many members of those churches. One of the reasons for this travel was certainly the joy and pleasure of being with other members of the Fellowship; however, the Office of Lay Concerns was discussed in order to generate interest and participation.

There were no formal meetings with groups within the churches, but several did present concerns that they wished to have discussed at our next District Conference which will be held the second weekend of November. Consequently, the aim of this letter is to let you know the concerns and to find out if these same concerns are present within your district. The topics that will be discussed at our conference are:

1. In several recent Fellowship communications the word "denomination" has been used when refering to our Fellowship. What has happened to the concept of a "Fellowship of Churches"? Do we understand the difference between the two words-"denomination" and "fellowship"?
2. Are we justified in removing the charter of a church when the membership falls below the qualifying number (for chartering) even if that church is active and playing an important roll in the community in which it exists? (If it hadn't been for my visit to the Anchorage, Alaska church, my own thinking would not have been very receptive to this issue!)
3. Since the congregation calls pastors to the church, what input and/or part should lay persons have on establishing the requirements for licensing of ministers so that churches are assured that a license means a well prepared minister? (Candidating can be hazardous to both the candidates and to the congregations.)
4. Other concerns fell mainly within our discussions at General Conference. - the variances in Deacon/Exhorter training and the flow of information. These will also be discussed at the conference.

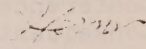
Judging from the intensity of the feeling of those who presented these concerns to me, our discussions at the district meeting

should be eventful! It is my hope; however, that we can be another means in making our Fellowship strong and responsive to those who are the basis and reason for our existence.

To end on a more personal note, I'm sure that those of you who are not from California are aware of the threat that now faces our state in the form of the "Briggs initiative". Taken at face value, this initiative seeks to have gay teachers who are open about their sexuality and non-gay teachers who speak up for the rights of gay persons fired by their school districts. In actual fact, it is a direct threat to all minorities as this initiative is but one step in a program to roll back progress made in many places and not just in California alone. As a teacher myself in the public schools of this state, I hope you will hold this personal concern in your prayers.

I shall be looking forward to hearing from all of you and to find out what has been happening in your districts.

In the Masters service,


Herm Mank

DISTRIBUTION

The Board of Elders
Committee on Lay Concerns

section. Three blank pages will remain for local concerns. Each district might include a local church directory on one of those pages as the NE did; the possibilities are endless. What each district would then have is a personalized guide, camera-ready (ready to print) that it could reproduce as it needed and at its own expense. As each copy costs 25 cents or less to print this is not an expensive proposition. We thereby provide people with a Guide to MCC that both unifies the Fellowship and speaks to needs of self-identification at the local level. Cohesion and authenticity — and at no expense to the Fellowship! I'm sounding this idea out with the reps and the few I've talked to are enthusiastic.

After these first few weeks representing the Committee, I can already see one big problem ahead. To the task description of "enhancing the flow of communication between the Elders and the laity" perhaps should be added "*—and the clergy*." In two district conferences I've been approached by ministers who anticipate CLC with only suspicion, distrust and defensiveness. Clergy people, from my experience, seem to view this as just another opportunity to be attacked, overthrown or, in the very least, unappreciated by the laity. One minister who is a close friend even asked me nervously "why the laypeople always meet *in secret*?" This is, of course, not true; lay meetings are open meetings and it's more likely ministers' own preoccupations at conferences or their own reluctance keeps them from those meetings. Still it points up how important open dialogue is and exchange between people and their pastors has become an important component of my talks with groups. It always seems they are both surprised by what the other has to say. It has been a learning exercise for both parties. I think it's important for us to realize that the communication gap between the Board Elders and laity is only symptomatic of a primal gap between laypeople and their own ministers.

Dissemination of the ideas and programs laypeople are developing shouldn't only take place at the district and local level but on a wider scale too. A proposal I'd like to make to you and the powers that be on *In Unity* is a regular "lay page" in that magazine. There would be no lack of material. The Northeast has had a lay conference, the Mid-Atlantic district is planning a "lay leader workshop weekend", the Great Lakes is organizing a district lay newsletter, and I have foundation material from my own seminar I'd like to distribute. This page would be a great way to dialog openly, to exchange ideas for programs, to strengthen the position of the district reps who could contribute frequently (there's some wonderful thinking going on out there!) and to generally promote an understanding of what the important work of CLC is. These "lay pages", disattached from the magazine and accumulated, would make a wonderful resource "lay packet" for any district.

Having attended the Great Lakes District conference I know that Elder Wilson will be asking for a clarification of the status of the district representative in the business meeting. I'd like to offer an opinion on this. In my own district the lay rep also has a vote in the district meeting and, again as in Great Lakes, this was proposed by a clergy person and passed without much initial discussion. When examined, the "sense" of those decisions, I believe, is that laypeople gathered *as - a - district* do constitute a *different* body then they do in their separate churches. The lay concerns meeting of every district conference is to take place before the business meeting so that proposals, if any, from the laypeople can be presented at that business meeting. Certainly this is an entirely different dimension of lay participation than the local church lay delegate can represent. The single district representative is responsible for that level of participation, for voicing those proposals and for defending them. It

91 Maple Place
Dedham, MA 02026
November 15, 1978

TO: All members, Committee on Lay Concerns

FROM: Chairperson

Dear friends,

Happy Thanksgiving and thank you for your response to the last letter! Because of it, we're beginning to get an idea of the make-up of this committee. One thing became very clear — we've all just had Fall conferences and there's a lot of changing of the guards out there. If you are no longer your district's lay rep, please 1) get this letter and the last to your successor and 2) please take responsibility for getting that person's name and address to me at once on the enclosed postcard. Also: thank you for your past term. I know it's probably felt like treading water, but now we are moving onto good and solid ground; your cooperation in getting your CLC materials into the right hands will help us play with a full team.

Before I get onto the business of this letter, I want to mention spending a wonderful weekend recently in Michigan at the Great Lakes district conference on the laity. Jackie Walker was re-elected as district rep and her first order of business was to organize a district newsletter. (I recommend a newsletter to all districts to keep people informed about what goes on in the district between conferences; it is also a great forum for soliciting and exchanging laypeople's ideas and concerns about their church. This may take some patient priming, but it's an important part of our work.) Jackie delegated responsibilities for the first issue (take note! *Don't* try to do it all yourself; it's murder.), set deadlines and I hope she sends copies to all of us so we can see the work going on there.

I did my seminar that weekend and afterwards a large group met to discuss the ideas it presented. This was a highlight of the conference for me. Not only because of the enthusiasm and wonderful thinking Great Lakes is doing in lay concerns, but also because I realized the importance of lay-clergy dialogue. I want to share this with you. The "communication gap" we're mandated as a committee to help close between the laity and Board of Elders is only symptomatic of a much greater gap between people and their own pastors. Clergy and laypeople met in that afternoon session and discovered there's tension in that gap. They talked to each other about their views of each other's respective "roles" and responsibilities; some anger surfaced as well as insight. It was a dynamic and extremely valuable experience. Because CLC is seen more and more as a vehicle for laypeople's expression in the church, there's some scepticism among ministers that all this is just another opportunity for the laity to gripe about them. This is something to keep in mind when it comes to dialoging with ministers (also keeping in mind that if we dialog only among ourselves, this is a real danger). There is also an assumption afoot that ministers are the only ones who *really* want responsibility in the church & consequently feel brutally over-worked. We members have got to be clear on this: CLC is about service. It's about finding concrete ways to enable our people to more meaningfully serve the church *as adults* and be the church we are supposed to be. We want to foster the best in lay participation, not looking for more titles and positions and status, but the authority to share those responsibilities, if only ministers would be willing to relinquish some of them. We need to dialogue among ourselves about these issues. We also need to dialogue with our ministers, assuring them we aren't looking to underappreciate or overthrow them, but only looking for our place as their partners in a common mission, which is the work of the church.

The first thing I'd like to discuss with you is the Lay Guide. A guide similar to the one that's been circulated, made available on a Fellowship wide scale would be a perfect first project because it works for two things very important to this committee — the flow of information and a sense of family.*

*If you are a new district rep and haven't seen the LayPerson's Guide to MCC, let me know right away (use the enclosed addressed postcard) and I'll send you a copy. Briefly it includes these things: the latest Fellowship Bylaws, a KEY to the bylaws (listing situations/problems/topics with the corresponding chapter and verse and page number of the bylaw covering it), a section about the Elders — their responsibilities, who they are, how to reach each of them, including a short bio of the liaison elder, an overview of our different worship styles in the Northeast and a local church directory. This was a project of the Northeast district for its first laity conference, May 1978.

Over 700 copies have gone into two districts although only a NE version exists. Churches have found it excellent for membership classes and congregations as a basic primer in how the Fellowship works, what the bylaws mean, how we can use them to find our way to solutions to church problems, as well as promoting a tie within the district. We in the Northeast found those sections about our own district enhanced our sense of *family*, explored our differences within the district as well as similarities and our basic belonging to each other... There's been a consensus among us in the Committee that such a Lay Person's Guide to MCC would be a worthwhile project.

Now one plan for getting such a thing around could be producing one big general guide for the whole Fellowship. But this wouldn't speak to the need for self-identification and family in the districts. I have an alternate plan I'd like you to consider. It would take all of us cooperating a bit:

What if each district (*you*) were sent a format, ready for printing, of a "basic guide", including the bylaws, Key, Elders section, inner cover and individualized cover for the district. This would leave three blank pages in the format. These would be a "district input" opportunity which would make it your district's own unique Lay Guide.

Input could run the gamut, from a church directory for the district (including times and locations of services), to info about district committees and organizations needing lay input (prison ministry, FFO, GSS, etc), to sketches of worship styles or district church histories, church creeds written by each church, or absolutely anything, the possibilities are endless! as long as it is something you all share as a district, *durable* information (not likely to change in a month), and *not* your decision alone. This is a great opportunity to reach out to those contacts you have in each church body (And if you don't have them, you should develop them — it's one of our directives as a committee). Don't wait until your Spring conference to say hello to those contacts, but write them about this project (I will send Guides if this will bolster support and cooperation in your churches), start ideas circulating, make up a questionnaire that laypeople in each congregation can mull over (a suggestion: don't leave big blank spaces for input; start the ball rolling by listing suggestions with 'yes' and 'no' boxes next to them and then some lines for additional ideas, once they've got the feel of what the possibilities are). Once it's decided what the input section will be, it can be typed and pasted in as easily as any church newsletter. Being a graphic artist I can include all the instructions a printer would need and, altho you should re-check it to make sure, copies made in quantity should come to less than a quarter each. Churches and individuals have been more than willing to put down a quarter for such a guide, especially considering the Fellowship issue of the bylaws alone goes for 35 to 50 cents. What you will then have in your hands will be an individualized Lay Guide to MCC that you can reproduce as you need. The only thing I ask in exchange for preparing these masters for you, is that the guide never be sold for more than its printing costs. This is not to a money-making deal for Lay Concerns or any district, but is a service for people. If you are interested in participating in this project, let me know via the enclosed postcard and I'll begin a set for you as well as send you suggestions for proceeding, if you wish. I will also be writing district coordinators and will mention your interest in this project.

We have two new members of this committee, George Kennedy of Dallas and Belle Pellegrino in Providence. Welcome aboard! Hopefully I'll have a complete list of new members and their addresses to distribute to you soon. Belle is replacing me in the Northeast because the Elders have offered me a job art-directing UFMCC publications and I'll be moving onto Los Angeles in mid-January. It'll be a strange experience for this New Englander to be spending a winter in the sun and palm trees but I think I can handle it. Altho I can be reached c/o the Fellowship Office after Jan. 15th, I'd prefer you write me at my new home address which you'll know soon after I do. At any rate, I'll be writing you all at least twice more before then. It's getting into a busy time for all of us, but please do drop a line on the enclosed postcard about your new delegate (if you have one), your thoughts on the Guide and just to say hello.

Glad to report the Mid-Atlantic district will host a mini-lay conference in D.C. which I'll attend before I go. MAD is the third district to engage in such a conference (after NE and Great Lakes), with Herm Mank in San Francisco planning a fourth for NW's spring get-together! This is all a wonderful start! You who have been through organizing these lay events, keep your experiences in mind for your three-month reports; we'll use them to benefit other districts. I'll be asking for that report in February, so please start preparing.

God bless and sustain you all in your work as we move into this special season! Love,

Jean Gralley

91 Maple Place
Dedham, Massachusetts
November 6, 1978

TO: The Board of Elders, UFMCC

FROM: Chair, Committee on Lay Concerns

Dear Elders,

I am very grateful for the opportunities you've given me to serve the Fellowship. I'll be leaving Boston for Los Angeles in early January to assume the Office responsibilities; the Committee on Lay Concerns is already in gear. This letter is to relate some thoughts on this Committee and to inform you of developments that have taken place since your appointment.

Enclosed are a copy of the first letter, bibliography and sample input-postcard sent to each delegate last month. We still have districts within and out the country not participating in CLC and I'm requesting the addresses of these district coordinators from Carol so I can write and urge them to elect reps. To keep communication lines open and honest, I believe frequency is essential so a second letter to all the district reps is in the works.

I suppose it's natural for you to be curious what my "program" for CLC is. At this point, my program is to have no single program at all but to enable the districts to develop their own programs. I'm convinced the district is our basic unit in the Fellowship. When programs are imposed from above it, they generally fail to speak to authentic needs; when programs only bubble up below it, the Fellowship can lack cohesion. By strengthening the district, we strengthen both authenticity and cohesion — it's in the districts that I envision most of the work of CLC developing. Let me explain this—

When speaking in seminars and workshops on the laity, I time and again stress the enabling role of church leadership, that our authority as clergy and laypeople is the authority to enable our people, encourage their faith and strengths. In the same way, CLC as I see it should be an enabler. I understand my responsibility to help facilitate the flow of information and communication between the laity and the Elders. My responsibility to the districts on the other hand is to forward information and materials for the building up of the laity. Exactly how each district manifests this will be — and has been — dependent on what they perceive their needs to be. Several districts are already cooking with wonderful ideas and programs. These I will circulate so they can be shared and tried in other districts. The laypeople of this Fellowship are like a potent, homemade stew all ready to be something delicious and nutritious in the church. They don't need a Fellowship office at this stage to tell them what kind of stew to be, but to just watch the heat and give a little stir now and then.

A good example of the kind of cooperation I envision between the Fellowship and district levels might be the Lay Guide. Nearly 700 copies have been distributed in two districts with requests for more and yet only a Northeast version exists. One plan could be to put together one general issue for the entire Fellowship. But I have another suggestion. I have access to a photostat machine at work and am making "stats" (reproducible, print-ready copies) of the original plates, one set per district. Now each district could be forwarded a "basic" guide ready for the printer, which would include the bylaws, key and Elder

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

may be the Elders' sense that such a voice is enough. My sense is that granting the lay rep voice without vote is allowing laypeople as a district congregation to only petition their district meeting, but not fully participate in it.

I'd like a clarification myself: to which commissions do I now belong as CLC chair? May I also retain my membership in Government, Structures and Systems? Issues directly related to GSS often come up in lay meetings and I would like an opportunity to voice them to that commission, or have someone else from the Committee there to voice them.

In closing, I'd just like to tell you that before Elder Cureton's first phone call, even before Rev. Perry's visit east, I'd been in a strange and strong period of prayer about the Fellowship. I found myself in almost constant prayer that I would be used, that I could serve in a meaningful way and this went on for a couple weeks, which I didn't much understand at the time. The opportunities you have presented are not only a great joy, but an incredible faith-experience for me; I just wanted you to know that your reaching all the way out to Boston was a perfect and perfectly synchronized answer to a ~~long~~ question I'd been grappling. I know blessings and headaches bountiful are ahead. I'm bringing thanksgiving and aspirin to L.A.

Thank you, again.

Faithfully yours,

Love,

Jean Gralley

enc.

cc: all Elders

* OR: if you have had neither activity in your district, please explain your contact system to local churches and a discussion of your district conference lay meetings (citing people's response to them, etc.)

* OR: discuss your conception of what Lay Concerns will mean in your district and the Fellowship; outline how you would construct a lay conference; constructively criticize the activities to date of the Committee on Lay Concerns.

These reports are not any kind of "busy work" but are a major aspect of your interaction with Lay Concerns at the Fellowship level. Your contribution will be shared with other members and considered for publication on the Lay Page. All committee members will be expected to submit this paper.

As you know, we're directed by the Fellowship to "facilitate the flow of information between the Board of Elders and the laity"; we haven't had any system of doing this. Enclosed are several "Information Sheets" for reporting concerns expressed to you when they occur. I will pass these on in my regular reports to the Elders. It would be a great idea for you to model something similiar and distribute it via your local contacts, so that you are in touch with your people's concerns at times other than district conferences. It would also be a great opportunity to inform folks about the work of the committee, what it's all about, etc. with some sort of introductory paragraph. Let me know if you need more Info Sheets and I'll forward another batch.

In closing, let me just say I'm really happy that two districts have already requested Lay Guide masters. I'm preparing these for them as well as writing their district coordinators with samples and an explanation of the project. If you are interested in working on a Guide with your district, let me know.

My bags are packed, my apartment crated; this will be my last letter to you from the east coast. I'll be heading down to Washington D.C. to look in on Jennie Bull's pre-lay-conference workshop weekend the 27th of January and flying out to California that night. The address of the Fellowship Office where I can be reached is, again, at 5300 Santa Monica Blvd., Suite 304, LA, CA 90029. I'll get my home address to you as soon as I know it.

I sure am looking forward to joining you folks due south. Not only will the warmer weather be welcome, but working for the Fellowship is like a dream. Please pray for me and for the work of this Committee. I think we have great and exciting work ahead of us!

Have a blessed new year!

Love,

Jean Gralley

91 Maple Place
Dedham, Mass. 02026
January 12, 1979

TO: All Members, CLC

FROM: Jean Gralley, chairperson

Dear Committee Member,

Hello and belated happy new year! Enclosed is your belated-again new year's present, the start of a basic resource packet for all Lay Concerns members. It will contain all our correspondence, correspondence from members in which issues discussed are relevant to everyone (this will be reprinted with permission), correspondence between the Elders and myself, reports and updated membership lists. As you see, it will all be three-hole punched in the future. Materials other than my correspondence to you will be encoded at the bottom. This packet is to be placed in a notebook and subsequent materials will be added to or replace existing pages in the encoded categories. This notebook will represent the bulk of our work as a committee. And it must be passed onto your successor when your term expires.

I'm excited to report a new development for the committee, a "Lay Page" to become a regular feature in In Unity! This will contain articles on lay issues as well as news of your district activities. It will also be three-hole punched so that it can be removed and added to your resource notebook. The Lay Page is an excellent way to keep Lay Concerns an open and communicating body and it serves the double purpose of feeding into your own efforts. Each of you will be mentioned as responsible for the committee's work in your particular district. I'll also call on you to share responsibility for this page. I'm taking an introductory article to L.A. with me in a few weeks -- it outlines the theory and justification for active lay service (I'd pass it on to you but at this stage its still scrawl in a notebook) and will be followed in subsequent articles by our actual experiences (particularly in the Northwest, Great Lakes, South Central and Northeast districts) with aiding communications and sponsoring lay events. It's so exciting to have such tremendous access to the Fellowship as a whole and such an opportunity to inform and educate and be educated in turn by the feedback we will get to this Lay Page!

Speaking of communications, I'm mandated as chair of this committee to require a paper of some sort from each of you every three months. I, myself, am looking forward to this kind of informative feedback from you. Because various lay conferences are taking place in February, this report will be required March first. To help you focus on the areas most pertinent to the work of CLC, please look over and choose one of the following topics:

* IF YOU HAVE HAD A LAY CONFERENCE, outline its format, what kind of experience it was intended to be, what it actually did achieve, and how you would plan a similiar conference differently in the future (Please enclose materials used at that conference).

* IF YOU HAVE BEGUN A DISTRICT NEWSLETTER or other district communication, please discuss its operation, if responsibilities for it are relegated (and, if so, how), its aims, difficulties, success, future. Please enclose samples.

91 Maple Place
Dedham, Mass. 02026
January 12, 1979

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In closing, let me just say I'm really happy that two districts have already requested Lay Guide masters. I'm preparing these for them as well as writing their district coordinators with samples and an explanation of the project. If you are interested in working on a Guide with your district, let me know.

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I sure am looking forward to joining you folks due south. Not only will the warmer weather be welcome, but working for the Fellowship is like a dream. Please pray for me and for the work of this Committee. I think we have great and exciting work ahead of us!

Have a blessed new year!

Love,

Jean Gralley

* Why if you have had neither activity in your district, please explain your contact system to local churches and a discussion of your district conference lay members (attending people's resources to them, etc.).

* Why discuss your conception of what lay members will mean in your district and the following: outlining how you would construct a lay conference; constructively evaluate the activities to date of the Committee on Lay Members.

These reports are not any kind of "busy work" but are a major aspect of your information with lay members at the following level. Your participation will be shared with other members and considered for publication on this page. All committee members will be expected to submit this report.

As you know, we're directed by the following to "facilitate the flow of information between the local of churches and district"; we haven't had any system of doing this. Enclosed are several "information sheets" for reporting concerns expressed to you when they occur. I will pass these on to my regular reports to the district. It would be a great idea for you to send something similar and distribute it via your local contacts, so that you are in touch with your people's concerns at these other than district conferences. It would also be a great opportunity to inform folks about the work of the committee, that it's all about, etc. with some sort of introductory pamphlet. Let us know if you need some info sheets and I'll forward another packet.

In closing, let me just say I'm really happy that two districts have already responded by doing reports. I'm especially happy for those as well as others their district representatives with similar and as a result of the project. If you are interested in working on a similar with your district, let us know.

My wife and I, in agreement, expect this will be my last letter to you for the next year. I'll be heading over to Washington D.C. to look in on Dennis and his new law-firm, and then back to the type of business and legal work in California that night. The address of the following office where I can be reached is: Dennis, at 2000 Santa Monica Blvd., Suite 100, Los Angeles, CA 90006. Let us know when you are around and I will let you know.

I want to thank Dennis for helping you with the youth. Not only all the youth workers he knows, but working for the following just before a conference year for me and for the work of this Committee. I think we have created exciting work ahead of us!

Have a blessed new year!

Love,

Joan Swaffey

91 Maple Place
Dedham, Ma 02026
December 27, 1978

The Board of Elders
c/o Fellowship Office
5300 Santa Monica Blvd.
Los Angeles, California

Dear Elder,

Enclosed are the latest letter to the district lay delegates and a sample "Information Sheet". This sheet will be sent to each delegate in quantity to help facilitate "the flow of information between the Board of Elders and the laity", as the committee is directed to do. In addition to the delegates' regularly scheduled reports, these can be filed with me after a district conference or any other time concerns have been discussed in a district, and I, in turn, will bring those concerns to the attention of the Board. The delegates will also be encouraged to model something similar for their local congregations (distributed via church contacts), including an introductory paragraph about the work of CLC.

In my direct dealings with three districts at their lay conferences, deacons and exhorters have comprised the greatest area of concern. They are expressing dissatisfaction with their training, a frustration, in many cases, that they are not being utilized well (or utilized at all - and often in the middle of a very needing community) and they are also experiencing a general, across the board identity crisis: they know they aren't ministers and feel they aren't laity. "Where do we fit" was the overriding question, especially of deacons.

The two problems here - lack of identity and lack of mission - are, of course, related but the first is the more important. I've been surprised at the prevalence of the notion that once laypeople latch onto a way to meaningfully serve the church they are no longer laypeople. Or feel they are no longer laypeople, that they have evolved to a higher life form. That deacons and exhorters should sense they are no longer of the laity because now they "have something to do" doesn't speak well of our image of laity and yet it's pretty accurate of a sentiment of both the laity and clergy. And it explains the extra measure of depression deacons and exhorters feel when they are actually not given much meaningful work.

Maybe the Elders will correct me, but when these "identity-crisis" have come up I've maintained that laypeople are simply people who are not clergypeople. And, although we are not licensed clergy, we have our work to do in the church, our tasks and ministries, and that the ministries of the deaconate and exhortership are two wonderful ways this is manifested. (Ideally, I think, there should be many other ways.)

In the same vein, the deacons of the Northeast are forming a district-wide coalition for the purpose of "finding their role in the church". This was announced at a NE-CLC meeting to a generally confused reaction. The deaconate is to be of service to the local congregation. But, apparently, since they feel they aren't being well used there, they are turning to each other for support. As an aside, the coalition

91 Maple Place
Belmont, MA 02026
December 27, 1978

The Board of Elders
c/o Fellowship Office
3300 Santa Monica Blvd.
Los Angeles, California

Dear Elders,

Enclosed are the latest letter to the District lay delegates and a sample "Information Sheet". This sheet will be sent to each delegate in quantity to help facilitate "the flow of information" between the Board of Elders and the laity, as the committee is directed to do. In addition to the delegates' regularly submitted reports, these can be filed with me after a district conference or any other time concerns have been discussed in a district, and I, in turn, will bring those concerns to the attention of the Board. The delegates will also be encouraged to model something similar for their local congregations (distributed via church contacts), including an introductory paragraph about the work of UIC.

In my direct dealings with three districts at their lay conferences, deacons and exhorters have comprised the greatest area of concern. They are experiencing dissatisfaction with their training, a frustration in many cases, that they are not being utilized well (or utilized at all - and often in the middle of a very needy community) and they are also experiencing a general, across the board identity crisis: they know they aren't ministers and feel they aren't laity. "Where do we fit?" was the overriding question, especially of deacons.

The two problems here - lack of identity and lack of mission - are, of course, related but the first is the more important. I've been surprised at the prevalence of the notion that once laypeople latch onto a way to meaningfully serve the church they are no longer lay-people. Or feel they are no longer laypeople, that they have evolved to a higher life form. That deacons and exhorters should sense they are no longer of the laity because now they "have something to do" doesn't speak well of our UIC. It's pretty accurate of a sentiment of both the [redacted] and it explains the [redacted] extra measure of depression. It is a general malaise the actually not given much meaningful work. It is a general malaise the entire

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privately told me they don't really "know what they want", but their feelings of general uselessness and identity-lessness were obvious.

Such a coalition, although providing badly needed ego support, also smacks of an attempt for some sort of status devoid of real responsibility. This is a common syndrome and one that will constantly threaten the Committee on Lay Concerns. It has always been a problem in the laity, as a whole. There are few serious outlets for laypeople to serve the church meaningfully and when the need to do so is frustrated or, even worse, not encouraged because there are so few responsibilities available, the thrust becomes for status in lieu of responsibility.

It's all the same problem: lack of identity as an important part of the church is hindering opportunities for meaningful lay service -- because I do believe the church would welcome an active laity, would only the laity take the initiative itself and present blueprints for service.

I would like to request the Elders consider giving the Committee on Lay Concerns some time at General Conference, perhaps to present a modified version of my workshop or some other opportunity to develop lay consciousness in a medium-size group setting. I have found that an overview of our history as laypeople in the church has charged a sense of identity and dignity and direction in laypeople. It would be a very beneficial thing to get that charge around.

I'm glad to say that two districts have already requested masters of the Lay Guide and have composed their own "district-input" sections. These are the Mid-Atlantic district and the Northwest, both of which are hosting lay conferences in February.

I will be in Los Angeles around the 19th of January. I'm getting very excited and itching to get to work in the Office!

Thank you again for these opportunities to serve this church.

Faithfully yours,

Jean Gralley,
Chair,
Committee on Lay Concerns

encl: xc letter
sample info sht.

section. Three blank pages will remain for local concerns. Each district might include a local church directory on one of those pages as the NE did; the possibilities are endless. What each district would then have is a personalized guide, camera-ready (ready to print) that it could reproduce as it needed and at its own expense. As each copy costs 25 cents or less to print this is not an expensive proposition. We thereby provide people with a Guide to MCC that both unifies the Fellowship and speaks to needs of self-identification at the local level. Cohesion and authenticity — and at no expense to the Fellowship! I'm sounding this idea out with the reps and the few I've talked to are enthusiastic.

After these first few weeks representing the Committee, I can already see one big problem ahead. To the task description of "enhancing the flow of communication between the Elders and the laity" perhaps should be added "*—and the clergy*." In two district conferences I've been approached by ministers who anticipate CLC with only suspicion, distrust and defensiveness. Clergy people, from my experience, seem to view this as just another opportunity to be attacked, overthrown or, in the very least, unappreciated by the laity. One minister who is a close friend even asked me nervously "why the laypeople always meet *in secret*?" This is, of course, not true; lay meetings are open meetings and it's more likely ministers' own preoccupations at conferences or their own reluctance keeps them from those meetings. Still it points up how important open dialogue is and exchange between people and their pastors has become an important component of my talks with groups. It always seems they are both surprised by what the other has to say. It has been a learning exercise for both parties. I think it's important for us to realize that the communication gap between the Board Elders and laity is only symptomatic of a primal gap between laypeople and their own ministers.

Dissemination of the ideas and programs laypeople are developing shouldn't only take place at the district and local level but on a wider scale too. A proposal I'd like to make to you and the powers that be on *In Unity* is a regular "lay page" in that magazine. There would be no lack of material. The Northeast has had a lay conference, the Mid-Atlantic district is planning a "lay leader workshop weekend", the Great Lakes is organizing a district lay newsletter, and I have foundation material from my own seminar I'd like to distribute. This page would be a great way to dialog openly, to exchange ideas for programs, to strengthen the position of the district reps who could contribute frequently (there's some wonderful thinking going on out there!) and to generally promote an understanding of what the important work of CLC is. These "lay pages", disattached from the magazine and accumulated, would make a wonderful resource "lay packet" for any district.

Having attended the Great Lakes District conference I know that Elder Wilson will be asking for a clarification of the status of the district representative in the business meeting. I'd like to offer an opinion on this. In my own district the lay rep also has a vote in the district meeting and, again as in Great Lakes, this was proposed by a clergy person and passed without much initial discussion. When examined, the "sense" of those decisions, I believe, is that laypeople gathered *as - a - district* do constitute a *different* body then they do in their separate churches. The lay concerns meeting of every district conference is to take place before the business meeting so that proposals, if any, from the laypeople can be presented at that business meeting. Certainly this is an entirely different dimension of lay participation than the local church lay delegate can represent. The single district representative is responsible for that level of participation, for voicing those proposals and for defending them. It

THE CHURCH BODY BOOK



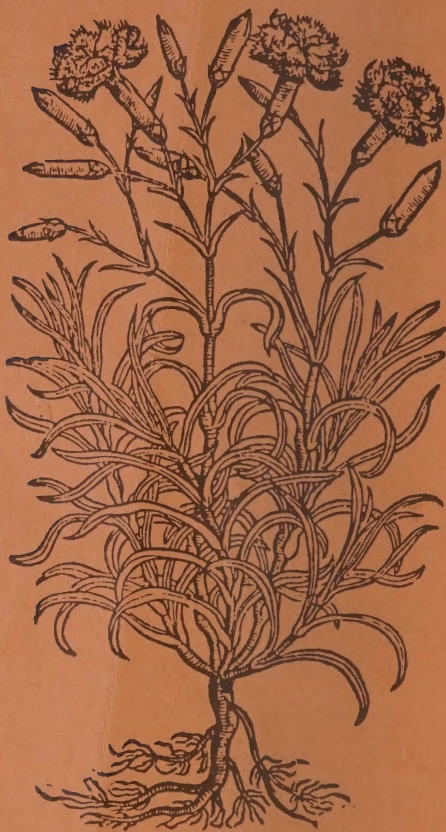
A Layperson's Guide to MCC

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*For the Laity of the Northeast District
Boston 1978*

I AM
THE VINE



AND YOU
ARE
THE BRANCHES

THE BYLAWS

The Universal Fellowship of Metropolitan Community Churches

Adopted General Conference, 1977, Denver — Next Revision 1979

- Article I**
- A. The name of this Fellowship shall be the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES.
- Name*
- B. Each affiliated local church group will use the name METROPOLITAN COMMUNITY CHURCH as part of its official title. The group may add either a prefix or suffix to distinguish it from other affiliated local church groups, such as: "Grace Metropolitan Community Church," "Metropolitan Community Church of Tallahassee," "Metropolitan Community Church, Ashland Study Group," or "Springfield Mission, Metropolitan Community Church."
- Article II**
- The objective of this Fellowship shall be:
- Purpose*
- A. To bind together churches for the purpose of sharing in the worship of God in the Christian tradition, and to make God's will dominant in the lives of all people, individually and collectively, as set forth in the Holy Scriptures..
- B. To set up bodies for instruction in theology and in allied subjects for the propagation of the teachings of the Christian Faith, as accepted by the General Conference of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES.
- C. To instruct and encourage those who offer themselves to the teachings and philosophy as received by this body.
- D. To do all things that are compatible with the work of a Christian Church.
- Article III**
- A. DOCTRINE: Christianity is the revelation of God in Jesus Christ and is the religion set forth in the Scriptures. The Old Testament foretells Him, and the New Testament presents Him, and the Christian Church proclaims Him in every age and in every land.
- Doctrine, Sacraments, and Rites*
- Founded in the interest of offering a church home to all who confess and believe, the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES moves in the mainstream of Christianity.
- Our faith is based upon the principles outlined in the historic Creeds: Apostles and Nicene.
1. In one triune God, of one substance, in the persons of the Father, Son, and Holy Spirit, omnipotent, omnipresent and omniscient, God being the Creator of all, the prime mover and Spirit of the Universe.
 2. That the Bible is the divinely inspired Word of God, showing forth God to every person through the law and prophets, and finally, completely and ultimately on earth in the being of Jesus Christ.
 3. That Jesus . . . The Christ . . . historically recorded as living some 2,000 years before this writing, is the Father's most Divine Son, as well as being the Son of Man, born of Woman. And that by total subservience to God, the Father, Jesus has demonstrated once and forever that all people are likewise Children of God, being spiritually made in God's image.
 4. That the Holy Spirit is God making known God's love and interest to all who are willing to place their welfare in God's keeping.
 5. Every person is justified by Grace to God through faith in Jesus Christ.
 6. We are saved from loneliness, despair and degradation through God's gift of grace, as was declared by our Master. Such grace is not earned, but is a pure gift from God of pure love. We further commend the Fellowship of the Faithful to a life of prayer; to seek genuine forgiveness for unkind, thoughtless, and unloving acts; and to a committed life of Christian service.
 7. The Church serves to bring all people to God through Christ. To this end, it shall arrange for regular services of worship, prayer, interpretation of the scriptures, and edification through the teaching and preaching of the Word.

(Article III)

B. SACRAMENTS: This Church embraces two Holy Sacraments:

1. BAPTISM by water and the Spirit, as recorded in the Scriptures, shall be a sign of the dedication of each life to God and God's service. Through the words and acts of this Sacrament, the recipient is identified as God's own Child.
2. HOLY COMMUNION is the partaking of blessed bread and wine in accordance with our Lord's words: "This is my body . . . this is my blood." (Matthew 26:26-28)

All who believe, confess, repent, and seek God's love through Christ, after examining their own consciences, may freely participate in the communal meal, signifying their desire to be received into His fellowship, to be saved by His sacrifice, to participate in His resurrection, and to commit their lives anew to His service.

C. RITES: The rites of the Church as performed by its duly authorized ministers shall consist of the following:

1. The RITE OF ORDINATION is the setting apart of duly qualified persons for the professional ministry of this Church. It is evidenced by the laying on of hands by authorized Ordained Ministers, pursuant to these By-Laws.
2. The RITE OF ATTAINING MEMBERSHIP IN THE CHURCH, Mission, or Study Group shall be conducted by the minister or worship coordinator before a local congregation at any regular worship service. After completing classes for instruction in the beliefs and doctrines of the church, membership in the Church, Mission or Study Group may be achieved by baptized Christians through a letter of transfer from a recognized Christian body or through affirmation of faith.
3. The RITE OF HOLY UNION and the RITE OF HOLY MATRIMONY are the spiritual joining of two persons in a manner fitting and proper by a duly authorized minister of the Church. After both persons have been counseled and appraised of their responsibilities one towards the other, this rite of conferring God's blessing may be performed.
4. The RITE OF FUNERAL OR MEMORIAL SERVICE is to be fittingly conducted by the ministers of the Church for the deceased.
5. The RITE OF LAYING ON OF HANDS or prayer for the healing of the sick in mind, body or spirit is to be conducted by the ministers of the Church, at their discretion, upon request.
6. The RITE OF BLESSING may be conducted by the ministers of the Church for persons, things, and relationships, when deemed appropriate by the minister. This includes the dedication of Church buildings to the glory of God.

Article IV

A. The UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES recognizes two orders of the professional Christian Ministry:

1. LICENSED MINISTERS

a. QUALIFICATIONS: Licensed Ministers are those persons of demonstrated spiritual mind and life, administrative abilities, moral integrity, and educational background or equivalent experience to be determined by the Ministerial Credentials and Affairs Committee.

b. REQUIREMENTS: In order to be licensed or to have a license renewed, such persons must be active members in a church of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES and must submit application to the Ministerial Credentials and Affairs Committee in accordance with procedures prescribed by the Board of Elders. Once the license is granted, it must be renewed annually by the Ministerial Credentials and Affairs Committee.

c. DUTIES: The Licensed Minister may perform all functions of the ministry unless otherwise specified by the Ministerial Credential and Affairs Committee.

2. ORDAINED MINISTERS

a. QUALIFICATIONS: Ordained Ministers are those individuals who have met all qualifications for the full ministry of the Church and are prepared to pastor, evangelize, teach, preach, lead in worship, and fulfill all other duties of the office. Ordained Ministers are those individuals who are recognized as having made a full, lifetime commitment to be loyal professional ministers in the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES.

Ministry

(Article IV)

b. **REQUIREMENTS:** To be considered for ordination, the person shall have been a licensed Minister for at least one year. To become an Ordained Minister, the Licensed Minister must submit application to the Ministerial Credentials and Affairs Committee in accordance with procedures prescribed by the Board of Elders. After questioning the candidate, the committee will determine whether the candidate should be ordained. Such ordination shall extend throughout the lifetime of the ordained unless otherwise determined by the proper Church authorities, as provided by these By-Laws.

c. **DUTIES:** The Ordained Minister shall be required to shepherd his/her flock, to preach the Gospel as stated in the Doctrine of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES, as set forth in the Articles of Incorporation and By-Laws of same, to administer the Sacraments and to perform the Rites of the Church, or to undertake other duly authorized ministries.

d. **INACTIVE STATUS AND RETIREMENT:** Ordained Ministers not occupying pastorates or other duly authorized ministries for a period of twelve (12) consecutive months are not eligible to vote as a minister at General Conference, District Conferences, or at a local congregation meeting. If, for a period of 12 consecutive months an ordained minister does not occupy a pastorate or other duly authorized Ministry, he/she may be required to appear before the Ministerial Credentials and Affairs Committee for a review of his/her status as an ordained minister with the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES. At that time, the Ministerial Credentials and Affairs Committee has the right to remove his/her license.

The exceptions to the above will be those Ordained Ministers who are retired after suitable years of service or because of reasons of ill health.

3. **DISCIPLINE:** The UNIVERSAL FELLOWSHIP OF METROPOLITAN CHURCHES cannot condone disloyalty or unbecoming conduct in the ministry, and, therefore, make the following provisions for discipline and removal of ministers:

a. Initiation of disciplinary action or removal and related procedures for professional ministers of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES may be accomplished only by a formal statement of charges made by either (1) a majority vote of the local congregation affected, or (2) two Ordained Ministers of the Fellowship acting on facts known by them personally. The charges must be presented in writing, to the minister, to the Board of Elders, to the Ministerial Credentials and Affairs Committee, and to others directly affected. The document of charges is to be classified **CONFIDENTIAL**. At the time the charges are presented to the minister, the minister goes on inactive status but remains fully compensated until final disposition of all charges.

b. Upon receipt of a document of charges, the Board of Elders and the Ministerial Credentials and Affairs Committee shall confer on the matter, appoint representatives to investigate the charges, and (if the representative so recommends) schedule a hearing on the charges within 30 days or at the next General Conference, whichever shall occur first. All affected parties shall have a right to be heard at the hearing.

c. At the close of the hearing, the Ministerial Credentials and Affairs Committee shall rule on each of the charges brought against the minister and, based upon these findings, shall vote to (1) reaffirm the credentials of the minister, (2) remove the credentials of the minister, and/or (3) impose such lesser sanctions on the minister as the committee may deem appropriate. All decisions of the above process may be appealed, in writing, to the Board of Elders within 30 days of the decision.

d. The decision of the Board of Elders is final in removal and disciplinary matters.

B. **MINISTERS FROM OTHER DENOMINATIONS:** It is the policy of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES, in accepting ministers from other Christian denominations, to receive them in the rank of Licensed Ministers. The Ministerial Credentials and Affairs Committee shall investigate such candidates, in the same manner as other candidates for the licensed ministry to determine whether they are worthy of the ministry.

(Article IV)

*Lay
Ministry*

Article V

*Organiza-
tion*

C. The UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES recognizes two orders of the lay ministry within the jurisdiction of the local congregation:

1. DEACONS:

a. QUALIFICATIONS: The Deacons are an historic office of service in the Church, whose qualifications are indicated in I Timothy 3:8-14. Their purpose is to serve their local congregation under the direction of their pastor. Considering the great responsibilities and duties of the Deacons, it is desirable that they not serve on the Board of Directors or in other church administrative offices.

b. REQUIREMENTS: Deacons shall be members in good standing of their local church and be persons of spiritual mind, exemplary life, joyful outlook, sound judgement and of proven dedicated service. Appropriate training for Deacons must be provided by the pastor, or persons chosen by him/her, prior to any appointments to the position of Deacon. All persons appointed by the pastor as Deacons, shall be approved by the local Board of Directors. The pastor and Board of Directors may review the appointment annually or at their discretion. The term of office for Deacons shall be for three (3) years. Persons may be reappointed at the end of any term.

c. DUTIES: Deacons shall minister to those in need; the sick, the friendless, and those persons who may be in distress, in accordance with the spiritual duties of the office. The duties may, if necessary and circumstances dictate, include administering the Rites and Sacraments, under the authorization and under the direction of their pastor.

d. DISCIPLINE: The pastor, together with a majority of the full Board of Directors, may vote to remove from office any Deacon for disloyalty, unbecoming conduct or dereliction of duty. The pastor, together with a majority of the full Board of Directors, may impose or cause such lesser discipline as they may deem appropriate.

e. Any specific matters of congregational approval or appeal not contained herein are left to local church option.

2. EXHORTERS:

a. QUALIFICATIONS: Exhorters are qualified persons who feel called by the Lord to professional Christian ministry and for a limited time may serve in this position as a test of their calling under the direction of their pastor with the approval of the Board of Directors in their local churches. The term of Exhorter shall be for one (1) year. No person shall serve as an Exhorter for more than five (5) terms. Persons seeking this position should have the same identifiable qualities as those required for the professional Christian ministry.

b. REQUIREMENTS: Candidates for Exhorter shall be members in good standing in their local church. Upon the pastor's recommendation, the Board of Directors may approve the candidate as an Exhorter. Assuming this post, the Exhorter will engage in a program of spiritual and practical study under the direction of the pastor or at any appropriate recognized educational institution.

c. DUTIES: Under the close supervision of the pastor, the Exhorter may perform all duties as listed for Deacons. At the discretion of the pastor, the Exhorter may perform other duties within the area of Christian services. Exhorters shall not serve as Assistant Pastor, Associate Pastor, Interim Pastor, or Pastor of any church or mission. An Exhorter may be assigned to function as Worship Coordinator of a church, mission, or study group, where the pulpit is vacant.

d. DISCIPLINE: Reasons and procedures for discipline or removal of Exhorters are identical for those given in these By-Laws for Deacons.

e. Any specific matters of congregational approval or appeal not contained herein are left to local church option.

A. GOVERNMENT:

1. This fellowship acknowledges the Holy Scriptures interpreted by the Holy Spirit in conscience and faith, as its guide in faith, discipline, and government.

2. The government of this Fellowship is vested in its Elders, Ministers, and church delegates, who exert the right of control in all of its affairs, subject to the provisions of its Articles of Incorporation and By-Laws.

3. The Fellowship is amenable to no outside ecclesiastical jurisdiction, but accepts the obligation of mutual consent, comity and cooperation involved in the free fellowship of other churches, and does pledge itself to share in their com-

(Article V)

mon aims and endeavors, subject to the expressed approval of its membership.

4. Geographical Districts and District Conferences, as defined by these By-Laws, are set forth for the sole purposes of Christian fellowship, mutual cooperation, and other objectives as set forth in these By-Laws.

5. A local church of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES is that church which subscribes to the government and doctrine of the UNIVERSAL FELLOWSHIP OF METROPOLITAN CHURCHES, and has been chartered by the same, and is listed in the minutes of the General Conference.

6. The government of the local chartered churches in the Fellowship is vested in its members, who exert the right to control all of its affairs, subject to the provisions of its Articles of Incorporation and By-Laws, and those of the General Conference of the Fellowship. The local chartered church is amenable only to its membership and the By-Laws of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES.



B. FELLOWSHIP:

1. **ELDERS:** The Board of Elders of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES is that body authorized by General Conference to carry on the administrative affairs of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES between General Conferences in an orderly manner. This Board shall consist of seven (7) members, which shall be expanded to nine (9) members, by the General Conference, once the number of chartered churches reaches one hundred (100). It is desirable that the General Conference shall elect members to the Board of Elders so that this Board is geographically representative of the Fellowship.

a. **QUALIFICATIONS:** Elders must be those individuals of obvious spiritual quality and leadership who are mature and have sound judgement and proven record of accomplishment within the Fellowship.

b. **REQUIREMENTS:** A Nominations Committee composed of one lay person and one minister from each District elected respectively by the lay delegates and clergy at the District Conference immediately preceding the General Conference, shall receive and review any and all nominations for the position of Elder. This committee will then present to the General Conference qualified nominees for the purpose of filling the position available. Nominations may be made from the floor of General Conference. The Nominations Committee shall make its report at the first business meeting of General Conference. The nominees shall present themselves before the delegates for open questioning as determined by the Nominations Committee. The election shall be held no less than two (2) days after the nominations. The term of office for a member of the Board of Elders will be four (4) years.

c. **DUTIES:** It is the responsibility of the Board of Elders to establish and make appointments to the various Fellowship boards, commissions, committees and institutions. The Board is also empowered to collect and disburse funds for the advancement and growth of this Church. In addition, this Board is charged to carry out all directives of the General Conference. All actions of this Board must be reported to and approved by each General Conference except where specifically provided for in these By-Laws. When church bodies or members of the Fellowship raise a question of interpretations of the By-Laws, by official action, the Board of Elders, as the administrative body of the Fellowship, is authorized to issue an advisory interpretation of the By-Laws for that situation. Such interpretations shall be referred to the By-Laws Committee for evaluation and incorporation into the normal By-Law revision process.

The Moderator is elected by and from the Board of Elders and is the chief administrative officer of the Fellowship. He/She shall also preside over the General Conference. A Vice-Moderator, Clerk, and Treasurer shall also be elected by and from the Board. In case of vacancy, the Board may fill such position for the remainder of the term by the appointment of a qualified person who meets the above stated requirements. Such persons must be specifically approved by the next General Conference.

(Article V)

d. **DISCIPLINE:** The UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES cannot condone disloyalty or unbecoming conduct on the part of its Elders and, therefore, makes the following provisions for discipline or removal. All charges against an Elder must be submitted in written form, signed by a minimum of ten (10) Chartered Churches. The Board of Elders will then review the charges and, upon majority vote of the full Board, may remove the Elder or take other such action as they may deem appropriate. The Elder must be given written notice of the charges and, at that time, becomes inactive but has the right to appear on his/her behalf before the Board of Elders. The only appeal from the decision of the Board of Elders will be to the General Conference of the Fellowship, and written notice of such appeal must be filed with the Clerk of the Board of Elders within thirty (30) days.

2. **FELLOWSHIP BOARDS, COMMISSIONS, COMMITTEES, AND INSTITUTIONS:** The following must be standing committees of this Fellowship: The Ministerial Credentials and Affairs Committee, the Fellowship By-Laws Committee, and the Commission on Fellowship, Faith and Order.

All other Fellowship Boards, Commissions, Committees, and Institutions must be called into existence by either the General Conference or the Board of Elders. These groups are responsible to and operate under the direction of the Board of Elders and, therefore, are also accountable to the General Conference.



C. DISTRICT:

1. **DISTRICT COORDINATOR:** The District Coordinator shall be a Licensed or Ordained Minister elected by a District Conference for a specified term determined by that conference. It is the duty of the District Coordinator to act as Moderator at all District Conferences, to act as the official representative of the Board of Elders in the District where District Coordinator is elected to serve, and to see (with the Board of Elders) that every mission and church within his/her jurisdiction is supplied with a pastor and every study group is supplied with a worship coordinator. It shall be the right and duty of the District Coordinator to visit all local church bodies within his/her district. The District Coordinator shall also serve as chairperson of the District Board of Home Missions.

2. **OTHER DISTRICT OFFICES:** All other district offices shall be determined by the individual districts. Each district must have procedures for the collection and disbursement of monies and for the keeping of adequate records concerning their activities. All of the above must be reported to the Board of Elders on a regular, quarterly basis.

3. **DISTRICT BOARD OF HOME MISSIONS:** This board shall be comprised of all the Pastors of all Chartered Churches within the District as well as the elected representative(s) to the Office of Lay Concerns. It shall be the function of this board to direct the establishment, life and growth of study groups and missions.



4. **DISCIPLINE:** The UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES cannot condone disloyalty or unbecoming conduct on the part of its district officers and, therefore, makes the following provisions for discipline or removal. All charges must be submitted to the District Coordinator or other district office in written form, signed by a minimum of three (3) Licensed or Ordained Ministers or by a majority vote of the Board of Directors of at least three (3) local churches within that district. As soon as the officer is informed of the written charges, he/she becomes inactive. The next District Conference will then review the charges and, upon majority vote of that conference, may remove the officer in question or may take other such actions as they may deem appropriate. The disciplined or dismissed officer has the right of written appeal to the Board of Elders and must remain inactive until final determinations of the charges. The appeal must be presented in writing to the Board of Elders not later than thirty (30) days after the action. The decision of the Board of Elders is final.

5. Any specific matters of district approval or appeal not covered herein are left to the local district option.

(Article V)

D. LOCAL CHURCH BODIES:

1. PASTOR: The Pastor is that person elected by a local church congregation to perform the duties of teacher, preacher, spiritual leader and counselor. The person filling this position must be a Licensed or Ordained Minister in the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES. The Pastor of the church body shall have the authority for ordering all religious worship services of the church. The Pastor is also to serve as moderator of the local Board of Directors. He/She may participate as an ex-officio member in the activities of any or all of the boards, committees, and organizations within the local church. The Pastor shall act as moderator of congregational business meetings. Associate or Assistant Pastors, other ministerial personnel, uncompensated and compensated personnel shall be appointed by the Pastor, subject to the approval of the Board of Directors. The Pastor shall act as personnel director of the local church staff, shall have the authority to delegate such responsibilities and duties as to him/her deem wise and shall, with the approval of the Board of Directors, determine compensation, vacation periods, and titles of officers of the staff.

Pastors may be removed from office only for good and sufficient reasons by a majority vote of the congregation at any special meeting called for that purpose by a three-fourths ($\frac{3}{4}$) vote of the full Board of Directors, or by-petition to the Clerk or other officer of the Board of Directors by at least 25% of the members in good standing of the congregation. The Pastor must be given written notice of the charges within two (2) weeks. At that time, the Pastor has the right to appear on his/her behalf for a congregational meeting. The action of the congregation is final. If a special meeting is called to remove a Pastor, the District Coordinator and Board of Elders must be given notice that such action is being taken. The District Coordinator, in conjunction with the Board of Elders must send a representative to attend said meeting as an impartial observer. If the Pastor is removed, the Board of Directors will meet immediately after the meeting with the representative of the District Coordinator and Board of Elders to elect a Worship Coordinator who will serve until the pulpit is filled. The Board of Directors will confer with the District Coordinator and Board of Elders of the Fellowship as to available candidates for the office of Pastor.



2. BOARD OF DIRECTORS: The Board of Directors, elected by the local church body, shall consist of from five (5) to nine (9) members of the local church, who are in good standing, and they shall hold office for a term of three (3) years, with the exception of the Pastor, who will hold office as long as he/she occupies the pulpit of that church. The term of one-third of the members of the Board shall expire each year, and other members shall be elected to fill the vacancies thus created. In the event of the resignation or death of a board member, the remaining members of the board shall appoint a member of the church to fill the vacancy until the next congregational meeting.

The Board of Directors shall have charge of all matters pertaining to the Articles of Incorporation, church property, finances and physical affairs of the local church body. This board shall have the responsibility of collecting and disbursing funds, keeping adequate church records, and making reports thereof to the local congregation and through their District to the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES. The Board of Directors shall serve as pulpit committee upon the of any pastoral vacancy. When they have chosen suitable qualified candidates, the Board shall present them to the congregation for approval at a specially called meeting or at the next regular business meeting. Every local church financial account is required to have a minimum of two signatures, which shall be the treasurer and 1) another Board member, or 2) the Pastor.

Local churches of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES must not condone disloyalty or unbecoming conduct on the part of any member of the Board of Directors. Therefore, the board may remove, by majority vote of the full board, any of their membes guilty of the above. A petition presented to the board and signed by twenty (20) percent of the members in good standing may also initiate such procedure. This action of the Board of Directors may be subject to review by a vote

(Article V)

of the congregation at its next regular business meeting or at a special meeting, which may be called and must be in accordance with the provisions of the By-Laws of this Fellowship and the By-Laws of the local church.

The Board of Directors shall be subject to these By-Laws, local Articles of Incorporation, or local By-Laws, if such exist, and to the approval or disapproval by action of their local congregation as provided for in any of the above. It is incumbent upon the Board of Directors of each local church to provide that church with a set of By-Laws or Standard Operating Procedures.

3. Any specific matters of congregational approval or appeal not covered herein are left to the local church option.



Article VI

To become affiliated with the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES, the following procedures are set forth:

*Approval
of
Local
Church
Bodies*

A. STUDY GROUP: If a group of individuals is interested in associating with the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES, it is to contact the Coordinator of their district or proper Fellowship Board. The District Coordinator will then be in contact with the District Board of Home Missions, which must concur with him/her in order to authorize a Study Group. If approved, a Worship Coordinator will be appointed by the District Coordinator, and the Board of Elders will be officially notified of this action.

B. MISSION: After functioning as a Study Group for at least three (3) months, a group may petition the District Coordinator or the proper Fellowship Board to be officially recognized as a Mission. They must certify in their petition that at least twenty-five (25) persons are actively involved in the life of the group and that they are receiving adequate financial support to maintain the work of a Mission. The District Coordinator will confer with the District Board of Home Missions or the proper Fellowship Board and, along with the Board of Elders, will decide on the petition of the group. If the recognition is granted, the Mission will then appoint as Interim Pastor a minister of the UNIVERSAL FELLOWSHIP OF METROPOLITAN CHURCHES. Their selection must be approved by the District Coordinator and the District Board of Home Missions or proper Fellowship Board, designated to receive that church's property in the event of the dissolution or abandonment of that incorporated local church body.

Article VII

Provisions for membership in this Church are defined in Article III, Section C, of these By-Laws.

Membership

A. MEMBERS IN GOOD STANDING: On an annual basis, the Board of Directors of the local Chartered Church shall review the entire membership. Any member who does not have registered attendance, identified financial support, definite service contribution, and expressed interest and loyalty within the preceding period of six months to one year, may be placed on an inactive member list. At that time, the Board of Directors of the local church shall notify the member in writing that he/she has been placed on such list and is not eligible to vote at any business meeting of the local church. After notification, if the member has not expressed further interest or loyalty for a period of two months immediately following, the Board of Directors of the local church shall have the authority, at their discretion, to drop any such member from the local church body. The member may be restored to regular standing in the congregation by a vote of the Board of Directors of the local church without a public reception into membership.

B. FRIENDS OF THE CHURCH: A local church body may, if it desires, accept into the church person who, for one reason or another, feel that they cannot become regular members of the church, but who support the goals of the church and want to be a part of the work of the church; such people shall be designated as "Friends of the Church." Friends may serve on appointed committees and may participate in all activities of the Church. Friends may not, however, serve on the Board of Directors and may not vote at congregational meetings. Friends shall not be considered in determining the number of lay delegates which a local church body may send to meetings of the General Conference of the Fellowship or District Conferences.

C. DISCIPLINE: The UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES cannot condone disloyalty or unbecoming conduct on the part of any of its members and friends. Therefore, the Board of Directors of the local church is empowered to remove, by majority vote, any member or friend from the rolls of the church or take such appropriate disciplinary action as it deems necessary. The action of the Board of Directors may be subject to review by vote of the congregation at its next regular business meeting or at a special meeting which may be called and must be in accordance with the provisions of the By-Laws of the Fellowship and the local church.

Article VIII

Church Services

Each local church and mission shall hold a service of public worship every Sunday. Other worship services may be held as determined by the pastor with the approval of the local Board of Directors. In regard to the worship services of churches or missions, the Sacrament of Holy Communion shall be offered each Sunday, as well as at other worship services at the discretion of the pastor. Holy Baptism may be administered at any appropriate service of the local church or mission, or at any other time, at the pastor's discretion.

Article IX

Meetings

FELLOWSHIP: For the purpose of the transaction of business the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES will hold a Biennial General Conference beginning in 1977. The time and place of this conference will preferably be determined and announced at the previous General Conference. Notice must be given in writing to all churches and missions ninety (90) days prior to the upcoming General Conference. This General Conference of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES is that body consisting of all Licensed Ministers, Ordained Ministers, Elders and Lay Delegates. Each local church must elect one Lay Delegate for each one hundred (100) members, or portion thereof, that it carries on its active membership rolls, and each mission must elect one Lay Delegate, and each study group may send one official observer with voice but no vote. The transaction of all business, except procedural matters, must be approved by a separate majority vote of the Lay Delegates and a separate majority vote of the Licensed Ministers, Ordained Ministers and Elders. A quorum shall consist of a number of Lay Delegates equal to at least eighty (80) percent of the total number of Lay Delegates eligible to attend from churches within the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES and eighty (80) percent of the ministerial delegates to the General Conference.

All special conferences of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES can only be called by a petition submitted to the Board of Elders by fifty (50) percent of the Ordained Ministers and Licensed Ministers of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES and ratified by fifty (50) percent of the Board of Directors of local churches. Such special conferences shall be governed by the same rules as those pertaining to the General Conference, with the exception that written notice must be sent to all Licensed and Ordained Clergy plus to all missions and churches at least thirty (30) days prior to the special conference. The nature and purpose of special conferences must be stated in the petition and notices and written into the agenda of the special conference.

B. DISTRICT: Between General Conferences, District Conferences must be held once, but no more than three times yearly. A District Conference is that meeting of all study groups, missions and local churches within a geographical area as defined by the Board of Elders. Changes in the District boundaries must be specially approved by the next General Conference. Thirty (30) days written notice of any conference must be sent to all study groups, missions, and churches. Voting rights at these conferences shall be determined in the same manner as General Conference except that missions shall be allowed one clergy vote and one lay delegate vote. All resolutions must be passed by a majority vote. A District Conference quorum shall consist of no less than fifty-five (55) percent of all clergy and elected Lay Delegates. All resolutions passed at District Conference are advisory only to the study groups, missions, and churches of that district.

All special conferences of the various UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES districts can be called by petition submitted to the District Coordinator by fifty (50) percent of the Ordained and Licensed Ministers of that district and ratified by fifty (50) percent of

(Article IX)

the Boards of Directors of the district missions and churches. Such special conferences shall be governed by the same rules as those pertaining to the regularly scheduled District Conferences. The nature and purpose of special conferences must be stated in the petition and notices and written into the agenda of the special conference. Special conferences may also be called at the district level by the District Coordinator or by other means as provided for in the district By-Laws, if such exist.



C. CHURCH: The Mission may petition the District Coordinator or proper Fellowship Board for chartering as a church in the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES after three (3) months. They must certify in their petition that at least thirty-five (35) persons are actively involved in the life of the Mission and that they are financially able to support a pastor and a program of church activity. The District Coordinator will then confer with the District Board of Home Missions or the proper Fellowship Board and, along with the Board of Elders, will decide upon the chartering. If chartering is granted, the new church will then elect a Licensed or Ordained Minister of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES to serve as their pastor.

D. THE BOARD OF WORLD CHURCH EXTENSION shall be composed of those appointed by the Board of Elders as Coordinators of Church Extension. This board shall be responsible to the General Conference and the Board of Elders. The Board of Elders shall be responsible for establishing the procedures for World Church Extension. The Board of World Church Extension shall be directed by the Board of Elders to continue to develop an outreach in response to interested groups throughout the world. When these groups request recognition to become a part of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES, the Board of Elders will have the right to grant permission to these groups to change these By-Laws if they are in direct violation of their National Laws.

E. OTHER: Independently organized Christian bodies, as well as previously affiliated church groups, who desire affiliation with the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES, are to apply to their District Coordinator or proper Fellowship Board by petition giving full details of their history, activities, organization and financial responsibility. After consultation with the District Board of Home Missions and the Board of Elders, and with their approval, the District Coordinator or the proper Fellowship Board may accept such groups either as a Study Group or as a Mission. Thereafter they must meet the qualifications of these By-Laws.

F. DISCIPLINE: If any local church body (Mission or Church) shall fail to abide by the Articles of Incorporation or these By-Laws, or refuses to participate in the General Conference of the Fellowship, the Board of Elders shall take appropriate action to require compliance and participation. The Board of Elders shall report any such action to the next meeting of the General Conference which shall have the power to withdraw the recognition of Missions, revoke the Charter of churches, or take other appropriate action.

Study Groups failing to comply with the Articles of Incorporation or the By-Laws of the Fellowship may be dissolved by the proper Fellowship Board or the District Coordinator with the approval of the District Board of Home Missions. Such action must be reported to the Board of Elders and entered into the minutes of the next General Conference.

G. CHURCH PROPERTIES: The Board of Directors of local congregations of this Fellowship will act as the Board of Trustees for any property purchased by said group. The Board of Directors and the members of the local congregation will have sole control of said property except under the following circumstances: 1) if the property is abandoned, 2) if the local church is disbanded by action of the local Board of Directors, and the District Board of Home Missions. Should any of the above circumstances exist, said property will revert to use of the General Conference of the UFMCC which will decide the disposition of said property.

Local church bodies who are now incorporated or who become incorporated as non-profit corporations under their state laws shall be required to name the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES as the successor 501 (c) (3) corporation.

(Article IX)

H. LOCAL: Each local church body of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES must hold an annual congregational business meeting, preferably during the same month each year. In order to transact any business, no less than twenty (20) percent of the active membership must be present. Two weeks notice must be given in writing to all members.

All special meetings of local church bodies can be called by a petition submitted to the Moderator or Clerk of the Board of Directors. This petition must be signed by twenty-five (25) percent of the church membership listed on the active membership rolls of the local body. Such special meetings shall be governed by the same rules as those pertaining to the congregational meeting. The nature and purpose of the special meeting must be stated in the petition and notices and written into the agenda of the special meeting. Special meetings of the local church bodies may be called by other means as provided for in the local By-Laws.

Article X

A. LOCAL OFFERINGS: At any service of public worship of the local church body, an offering shall be received for the church and banked by the church treasurer.

Finances

B. CONFERENCE OFFERINGS: At the meeting of any District Conference or at any General Conference of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES, special offerings may be received to help in the work of that district or the Fellowship.

C. FELLOWSHIP SUPPORT: Each study group, mission and church will, on a monthly basis, contribute a minimum of ten (10) percent of all collected funds (except for designated funds) to the Board of Elders of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES for the administrative expenses of the Fellowship.

D. AREA OUTREACH SUPPORT: Each study group, mission and church shall on a monthly basis, contribute a minimum of two (2) percent of all collected funds (except for designated funds) to their district (or Fellowship Board) to help expand the Christian outreach of this church.

Article XI

All powers not delegated by these By-Laws are reserved to the local church bodies.

Article XII

A. ADOPTION: These By-Laws shall become effective immediately upon adoption by the General Conference of the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES and shall become binding upon all members and organized church bodies with the Fellowship.

B. AMENDMENTS: These By-Laws may be amended or repealed at any duly convened meeting of the General Conference. Such amendments or repeals can only be effective if two-thirds of the duly authorized Lay Delegates and two-thirds of the duly authorized Clergy attending vote in favor of such amendments or repeals.



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Do You Know Where Your Elders Are?

One of the aims of the Office of Lay Concerns is to enhance the flow of communication between the Laity of the Fellowship and the Board of Elders. Well, here's the information you'll need for those times you might want to do a little communicating. The Elders comprise our highest administrative body. They are geographically distributed so that every district has its own liaison Elder (a short biography of our liaison appears below), but ALL the Elders are accessible to ALL the people. Contact them to express a concern or celebration!

REV. ELDER TROY PERRY, Moderator
REV. ELDER JIM SANDMIRE, Treasurer
REV. ELDER CAROL CURETON, Clerk

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OUR LIAISON ELDER: NANCY WILSON

Rev. Elder Wilson is originally from Plainview, Long Island where she grew up in the United Methodist Church. She received a Rockefeller Fellowship to attend Boston University School of Theology from 1972-1974 during which time she heard a radio program about MCC. Rev. Larry Bernier was asking for a woman to help pastor the new church in Boston. Destiny struck! Nancy felt called to meet with Larry and soon made a partnership. She was licensed to MCC in 1973, co-pastored with Larry until 1974 when she helped found MCC Worcester. Nancy was ordained in 1975 and the same year elected Northeast district co-ordinator. Nancy moved onto become co-pastor of MCC Detroit in 1975. She was elected to the Board of Elders in 1976. Nancy is not only one of our most gifted Elders, she is also our youngest; she was born July 13, 1950. Write her c/o MCC Detroit, 45 E. Adams St., Detroit, Michigan 48226.



OUR VARIETY IN WORSHIP

"MCC Providence reflects the variety of religious experiences represented in our congregation. Our service is variable from Sunday to Sunday, ranging from a very Catholic mass-like service to a tambourine accompanied Evangelical service, depending on the person leading or the worship experience being sought. Some are quiet and introspective. Others are joyous and noisy. Some succeed, others fail in the experiment to provide for our diversity. We are aware of and revel in the rich variety of our Christian worship experience." Rev. Marge Ragona, MCC Providence.

●

"Because MCC-Hartford believes that the presence of the Risen Lord is manifested in the PEOPLE who are Christ's body, our worship setting is always a circle, with the central symbol, the Lord's Table, in the midst. The people participate directly not only in singing but in the Prayers of the People and in the Shared Concerns and Celebrations. Scripture and thoughtful preaching help provide a focus for the community. Important as all the words, both sung and spoken, though, is the silence and contemplative quiet in which God's unmediated Presence may be known." Rev. Jay Deacon, MCC Hartford

●

"At Alpha and Omega MCC we want above all else a worship that is joyful...We seek a worship that springs from the heart, that is comforting and challenging to the soul and gives evidence of the transforming power of the Holy Spirit. We are interested in a worship that allows for as much lay participation as possible, that emphasizes the faithful preaching of the Scripture, that allows for spontaneity and experimentation from Sunday to Sunday..." Rev. Dee Jackson, Alpha & Omega, Brooklyn.

"Our service is as plain and simple as the historic, old New England church we worship in. Being very people-centered as a church, we generally begin with announcements about our social action involvements in the community. Usually the sermon is spoken in a conversational style from the center aisle of the sanctuary. Vestments are worn only on Christian holy days and even then are simple black robes. The communion liturgy, though generally following the same form, each week has different and personalized words of invitation and consecration. We hold hands, pray aloud—together and individually, pass the kiss of peace, sing our traditional "Thanksgiving" after communion; by touch, prayer and song we are connected to each other. And we serve each other. Deacons and exhorters often consecrate communion, laypeople serve the elements with individualized prayer. We are a community of people who find a natural part of seeking God is reaching out to each other." MCC Boston



"MCC-NY's worship is rooted in principles rather than procedures. Stress is put upon (a) Bible readings (usually three) and (b) congregational participation in prayers, two unison prayers plus central elements in the Eucharistic prayers. That's on Sundays. At mid-week worship there is a very great deal more flexibility, variety and informality. Occasionally there are both alter calls and the Rite of Blessing (with oils and prayer), and on Maundy Thursday footwashing (by the senior Minister only)" Rev. Gil Lincoln, MCC N.Y.



"We use variety on Sundays. The order of worship is just a simple outline, based on the Episcopal rite with most of the features of the Mass. For special occasions we pull out all the stops with vestments, processions, bells, incense, recorded music and liturgical dance...We get excited about being redeemed. We are trying to put this excitement into our worship. We want to make a joyful noise unto the Lord." Bob Freeman-Jones, MCC Syracuse

LOCAL CHURCH DIRECTORY :

ALPHA & OMEGA MCC

50 Monroe Place, Brooklyn Heights, N.Y. 11201
(212) 834-9186 Rev. Dee Jackson
Services 2 pm

MCC BOSTON

131 Cambridge Street, Boston, Massachusetts 02114
(617) 523-7664 Rev. Edward Hougen
Services 7 pm

MCC HARTFORD

POB 514, Hartford, Connecticut 06101
(203) 522-5575
Services 7:30 at 11 Amity Street

MCC HISPANA

POB 357, New York City, N.Y. 10014
(212) 221-1238 Rev. Jose Mojica
Services 7:30 pm at 61 Grammercy Park

MCC NEW YORK

675 Hudson Street, New York, N.Y. 10011
(212) 242-1212
Rev. Karen Zeigler and Alan LaPayover
Services 7 pm at 201 West Thirteenth St.

MCC PROVIDENCE

5 Junction Street, Providence, R.I. 02907
(401) 272-9247 Rev. Marge Ragona
Services 7 pm at 134 Matthewson Street

MCC SYRACUSE

116 Fairfield Avenue, Syracuse, N.Y. 13207
(315) 478-5225 Rev. Bob Freeman-Jones
Services 7 pm at 819 Madison Street

MCC WORCESTER

2 Wellington Street, Worcester, Massachusetts 01610
(617) 756-0730 Rev. Shelley Hamilton
Services 7 pm at 6 Institute Road



The Office of Lay Concerns
of UFMCC-Northeast
is pleased to distribute this handbook
for the people of its district.

Additional copies can be ordered for a small fee
by writing:

Jean Gralley, chairperson
OLC

MCC-Boston, 131 Cambridge Street
Boston, MA 02114

Comments, changes & corrections welcome at same address

*THANKS TO XANADU GRAPHICS
FOR TYPESETTING THE BYLAWS*

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